

IPHC 28th GENERAL CONFERENCE

JULY 26-28, 2017

ORLANDO, FLORIDA

28th General Conference
International Pentecostal Holiness Church
July 26-28, 2017
Orlando, Florida

COMMITTEE REPORTS

KEY:

- Proposed deletions are struck through and 50% gray.
- Additions are underlined.
- Moved text is double underlined.

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Report of the

**DELEGATE
CERTIFICATION
COMMITTEE**

to the
28th General Conference

1 **DELEGATE CERTIFICATION COMMITTEE**

2 **We, your committee on Delegate Certification, recommend the following:**

- 3 I. The official voting delegation for the ~~TWENTY-SEVENTH~~ Twenty-
4 Eighth General Conference shall consist of the clergy and church ~~lay~~
5 delegates who have been certified by the Conference ~~BOARDS~~
6 Executive Councils, Conference Superintendents, General
7 Superintendent, and the ~~WORLD MISSIONS BOARD~~ World Missions
8 Ministries Division Council in compliance with provisions set forth ~~IN~~
9 ~~BYLAWS, ARTICLE 1, SECTION B, PAGE 73, OF THE 2009-2013-~~
10 ~~INTERNATIONAL PENTECOSTAL HOLINESS CHURCH MANUAL~~ in
11 the Bylaws, Article I, Section B, page 90 of the 2013-2017 International
12 Pentecostal Holiness Church Manual.
- 13 II. All official delegates shall pay a registration fee ~~IN THE AMOUNT OF~~
14 ~~\$145.00 PRIOR TO JUNE 26, AND \$200.00 AFTER JUNE 26.~~
15 determined by the General Superintendent and Council of Bishops.
- 16 We recommend that Conference certified retired ministers and
17 spouses continue to be exempt from the registration fee in the ~~2017~~
18 2021 General Conference.
- 19 III. Identification badges will be issued to official voting delegates upon
20 payment of the registration fee.
- 21 IV. Access to the designated bar of the General Conference will be limited
22 to those wearing official badges.
- 23 V. Delegate appeals for certification after the beginning of business shall

1 be referred by the Delegate Certification Committee to the appropriate
2 certifying person or ~~BOARD~~ council and the Delegate Certification
3 Committee will abide by the action of that person or ~~BOARD~~ council.

4 VI. The name of any delegate certified after the beginning of business must
5 be submitted to the Delegate Certification Committee in writing by the
6 appropriate person or ~~BOARD~~ council before the name of the delegate is
7 added to the list of certified delegates and he/she is permitted to register.

8 VII. An appeal of any determination by the Delegate Certification Committee
9 may be appealed in writing to the Council of Bishops. The decision of the
10 Council of Bishops shall be final. No appeals of delegate certification will
11 be considered after the close of business on the first day of General
12 Conference.

13
14 Submitted by: Tom L. Murray, Chairman

15 Tim Lamb

16 Adam Villarreal

17
18 ~~Ray S. Boggs, Chairman~~

19 ~~Randell Drake~~

20 ~~Jimmy Whitfield~~

Report of the

DECORUM COMMITTEE

to the
28th General Conference

DECORUM COMMITTEE

We, your committee on Decorum, recommend the following:

I. RULES OF ORDER

A. In all cases specified or unspecified in this report, *Robert's Rules of Order*, Newly Revised, 11th Edition, will govern the business procedures of this conference.

B. These rules apply to all alike.

C. A parliamentarian, timekeeper, chief teller, and head usher shall be appointed by the chairman. The use of an electronic device may be substituted for a timekeeper.

D. All speakers must be courteous in language and deportment, avoiding all adverse or unkind personal references.

E. All debatable motions must be seconded before they can be considered.

F. If one-fourth (1/4) of the Bylaws Committee do not agree with the majority, they shall have the right to submit a minority report. This report must be provided in digital format/printed and given with the majority report.

G. Badges will be checked and must be worn by members of the General Conference in all business sessions. Any member without a delegate badge will:

1. Be asked to leave the bar of the conference
2. Not be allowed to address the Chair and be recognized
3. Not be given ballots/voting apparatus

The Council of Bishops through the General Conference ushers

1 shall be empowered to carry out this provision.

2 H. Platform personnel may be required to make and receive cell calls during
3 a business session for the conduct of business of the General
4 Conference. All other cell phone calls should be avoided on the floor of
5 the Conference and are restricted within the bar. With regards to cell
6 phones, and other electronic devices, members shall exhibit courtesy in all
7 business sessions.

8 I. The first item of business will be the proposed change to the IPHC
9 Constitution, Article IX, Section B., 9.

10 II. BAR AND HOURS OF BUSINESS

11 A. The platform and appropriate areas as declared by the Chair shall be the
12 bar of the conference.

13 B. The hours of business shall be determined by the voting delegation's
14 acceptance of the printed agenda, with the exception of such changes
15 as may be made by the vote of this body.

16 III. REPORTING PROCEDURES

17 A. Presiding Bishop A. D. Beacham, Jr. shall be allowed to report orally.

18 The other members of the Executive Committee of the Council of
19 Bishops shall report in writing.

20 B. After adoption of the Decorum Committee Report, the next item of
21 business shall be reading the proposed changes in the Bylaws
22 Committee Report, with Article I – Organizational Structure –
23 General Level being read as soon as possible.

1 IV. OBTAINING THE FLOOR

2 A. Any member desiring to speak must move to the nearest microphone to
3 seek and obtain recognition from the floor.

4 B. The Chair shall recognize members of the body when they have sought in
5 the proper manner to obtain the floor.

6 V. DEBATE

7 A. Members shall confine their remarks to the question which is before the
8 conference.

9 B. So far as possible, the Chair shall alternate the speakers on both sides
10 of the question.

11 C. No member may speak more than three minutes at one time, and those
12 who have not spoken on the pending question shall be given preference
13 in obtaining the floor.

14 D. The Chair shall maintain neutrality concerning all matters of debate while
15 presiding. Should he desire to discuss any matter presented to the
16 conference body, he must specify the area he wishes to address, and shall
17 not resume the Chair until said specific matter has been fully decided. This
18 does not prohibit the Chair from offering facts pertinent to the subject being
19 discussed which may not be known to this body, nor from asking or
20 answering questions for clarification.

21 E. The Chair may not entertain a motion for the previous question until a
22 minimum of four speakers have been heard from each side of the
23 question, providing there are those who desire to speak to the question.

1 F. In the event of extended debate that becomes repetitious, and, in the
2 opinion of the Chair, all pertinent information has been presented, the
3 Chair, in consultation with the parliamentarian, may present the question
4 or subject under discussion to the body for a vote. This may be challenged
5 and reversed by a majority vote of the delegates.

6 VI. RESOLUTIONS FROM THE FLOOR

7 All resolutions from the floor and all amendments having substantial effect on the
8 Bylaws must be submitted through the Bylaws Committee or must bear the
9 signatures of at least eighty (80) delegates of the ~~2013~~ 2017 General Conference.

10 VII. NOMINATION AND ELECTIONS

11 A. Elections shall begin following the presentation and adoption of Bylaws
12 Article I, Organizational Structure – General Level, and all subsections and
13 paragraphs thereof.

14 B. All nominations will be made from the floor and elections will be by
15 ballot/electronic voting apparatus, or any form of ballot that may become
16 necessary, except when there is only one nominee. All nominees shall stand for
17 identification.

18 C. An adequate staff of tellers and tabulators shall be appointed by the Chair for
19 official oversight of the tabulation of all the ballots.

20 D. The Chair shall not entertain a motion to close nominations.

21 E. When only one office is being voted on and there is not an election on the first
22 ballot, and there are five or more nominees, only the four receiving the highest
23 number of votes shall be considered on the second ballot; then the three
24 receiving the highest numbers of votes on the second ballot will be considered on

1 the third ballot; then the two highest will be considered on the fourth ballot. If
2 there are four or less nominees, the candidate with the fewest votes will be
3 dropped on each succeeding ballot, until one nominee receives a majority of the
4 votes, and there is an election.

5 F. The Bylaws shall govern the election of the Vice-Chairman, Corporate Secretary,
6 and Corporate Treasurer.

7 G. Campaign speeches shall not be permitted.

8 VIII. VOTING

9 A. Absentee or proxy voting shall not be permitted.

10 B. Voting on motions, resolutions and acceptance of reports shall be by
11 voice/electronic voting device. Except as may be required by the
12 Bylaws of the IPHC, all voting results on motions and resolutions shall be
13 determined by a majority vote.

14 C. When there is reasonable doubt concerning the outcome of a voice vote,
15 the Chair or any member of the conference may call for a division of the house.

16 D. After a split vote is announced by the Chair, it cannot be made unanimous by a
17 subsequent vote.

18 Submitted by: Ray Willis, Chairman

19 Ray Boggs

20 Stuart Sherrill

21 Brad Reynolds

22 David Moore

1	Tom L. Murray
2	David Moore
3	Manuel Pate
4	Frank Tunstall
5	Ray Willis

International Pentecostal Holiness Church

MANUAL

As Proposed by the Bylaws Committee

Introduction

The introductory section of the *International Pentecostal Holiness Church Manual* includes the following items: Preface, Mission Statement, Objectives, Global Ministries Center Vision Statement, Position Statements adopted by the Council of Bishops, and a Brief History.

The items included in this section are not legislative or governmental in nature, but are provided for informational purposes. This section is prepared by the Executive Committee of the Council of Bishops and is therefore not presented for adoption by General Conference.

Accordingly, the content of this section may be changed and adjusted to provide the necessary additional information about the International Pentecostal Holiness Church that readers of the *International Pentecostal Holiness Church Manual* might need.

The complete introductory section of the *International Pentecostal Holiness Church Manual* is not presented here because its contents are not part of the Bylaws Committee Report.

Please note that the pronouns “he,” “his,” and “him” and the suffix “-man” as used throughout this document are intended in a generic, not a gender-specific, sense.

1 International Pentecostal Holiness Church

2 Constitution

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- 6
- Article I. Name

A. The corporate name of this body of Christians is the International Pentecostal Holiness Church, Inc.

B. When the full corporate name is not required, this organization may also be known as International Pentecostal Holiness Church Ministries (IPHC Ministries).

Article II. Organizational Form

A. The International Pentecostal Holiness Church, Inc., shall be a connectional church with an episcopal form of government.

B. Membership in the organization shall be of three types as defined in the Bylaws:

1. Local church members
2. Member Churches
3. Clergy

C. General Conference

When in session, the General Conference is the most authoritative body of the International Pentecostal Holiness Church (IPHC).

D. Council of Bishops

When the General Conference is not in session, the Council of Bishops shall be the most authoritative council, board, or committee in the organizational structure. Its function shall be that of a Board of Directors. As such, it shall be the primary policy-making body between sessions of the General Conference.

1 **Article III. The Apostles' Creed**

2 I believe in God the Father Almighty, Maker of Heaven and earth; and in Jesus Christ His only Son,
3 our Lord; which was conceived by the Holy Ghost, born of the virgin Mary, suffered under Pontius
4 Pilate, was crucified, dead, and buried; He descended into hell [that is, the place of the departed
5 righteous]; the third day He rose again from the dead; He ascended into heaven; and sitteth on the
6 right hand of God the Father Almighty; from thence He shall come to judge the quick and the dead. I
7 believe in the Holy Ghost; the holy catholic [universal] church; the communion of saints; the
8 forgiveness of sins; the resurrection of the body; and life everlasting. Amen.

Article IV. Articles of Faith

1. We believe there is but one living and true God, everlasting, of infinite power, wisdom and goodness; Maker and Preserver of all things, both visible and invisible. And in the unity of this Godhead, there are three Persons of one substance of eternal being, and equal in holiness, justice, wisdom, power, and dignity; the Father, the Son, and the Holy Ghost.
2. We believe that the Son, who is the Word of the Father, the very and eternal God, of one substance with the Father, took man's nature in the womb of the blessed virgin; so that two whole and perfect natures, that is to say, the Godhead and the manhood were joined together in one Person, never to be divided, whereof is one Christ, very God and perfect man, who actually suffered, was crucified, dead, and buried, to reconcile the Father to us, and to make atonement, not only for our actual guilt, but also for original sin.
3. We believe that Christ did truly rise again from the dead, and took again His body, with all things appertaining to the perfections of man's nature, and ascended into heaven and there sits until He shall return to judge all men at the last day.
4. We believe the Holy Ghost, proceeding from the Father and the Son, is of one substance, majesty, and glory with the Father and the Son, very and eternal God.
5. We believe in the verbal and plenary inspiration of the Holy Scriptures, known as the Bible, composed of sixty-six books and divided into two departments, Old and New Testaments. We believe the Bible is the Word of God, the full and complete revelation of the plan and history of redemption.
6. We believe that eternal life with God in heaven is a portion of the reward of the finally righteous; and that everlasting banishment from the presence of the Lord and unending torture in hell are the wages of persistently wicked (Matthew 25:46; Psalm 9:17; Revelation 21:7,8).

- 1 7. We believe that Jesus Christ shed His blood for the remission of sins that are past, for the
2 regeneration of penitent sinners, and for salvation from sin and from sinning (Romans 3:25;
3 1 John 3:5-10; Ephesians 2:1-10).
- 4 8. We believe, teach, and firmly maintain the scriptural doctrine of justification by faith alone
5 (Romans 5:1).
- 6 9. We believe that Jesus Christ shed His blood for the complete cleansing of the justified believer
7 from all indwelling sin and from its pollution, subsequent to regeneration (I John 1:7-9).
- 8 10. We believe in sanctification. While sanctification is initiated in regeneration and consummated in
9 glorification, we believe it includes a definite, instantaneous work of grace achieved by faith
10 subsequent to regeneration (Acts 26:18, 1 John 1:9). Sanctification delivers from the power and
11 dominion of sin. It is followed by lifelong growth in grace and knowledge of our Lord and Savior
12 Jesus Christ (2 Corinthians 4:16; 2 Peter 3:18).
- 13 11. We believe that the Pentecostal baptism of the Holy Ghost and fire is obtainable by a definite act
14 of appropriating faith on the part of the fully cleansed believer, and the initial evidence of the
15 reception of this experience is speaking with other tongues as the Spirit gives utterance
16 (Luke 11:13; Acts 1:5; 2:1-4; 8:17; 10:44-46; 19:6).
- 17 12. We believe in divine healing as in the atonement (Isaiah 53:4, 5; Matthew 8:16, 17;
18 Mark 16:14-18; James 5:14-16; Exodus 15:26).
- 19 13. We believe in the imminent, personal, premillennial second coming of our Lord Jesus Christ
20 (1 Thessalonians 4:15-17; Titus 2:13; 2 Peter 3:10-14; Matthew 24:29-44), and love and wait for
21 His appearing (2 Timothy 4:8).
- 22 14. We believe it is the responsibility of every believer to dedicate his life to carrying out the work of
23 the Great Commission (Matthew 28:18-20; Mark 16:15-20; Acts 1:8).

Article V. Understanding the Articles of Faith

A. AMPLIFICATION

Introduction - Historical

The first four paragraphs in our "Articles of Faith", together with number 6 as it now appears in the present arrangement, were incorporated into our *Discipline* (Manual) in 1929 under the above title. The remaining paragraphs of our present Articles of Faith were then carried under the title "Basis of Union," and constituted our statement of faith in 1911, upon the mutual acceptance of which the Fire-Baptized and Pentecostal Holiness Churches consolidated in that year.

In the 1941 General Conference, steps were initiated calling for a vote of the local churches authorizing the grouping of the Articles of Faith and Basis of Union under one heading as "Articles of Faith," with a renumbering of the section accordingly and the removal from it of any item not specifically an article of faith. The vote was duly taken as provided in "Changes in Articles of Faith," and at the 1945 General Conference the said changes were incorporated into the *Discipline*.

The first four of these Articles are the same in substance as the first four "Articles of Religion" (of which there are twenty-five) of the Methodist Church, which are, in turn, substantially the same as those adopted, with slight variations, by John Wesley from the Thirty-Nine Articles of the Church of England.

Hence, it will be seen that in the great, basic fundamentals of our faith, we stand upon common ground with a vast element of the Christian Church. In fact, our teachings about God; Christ; the Holy Spirit; about sin and the atonement; the birth, death and resurrection, ascension and coming again of Christ are in line with the great stream of doctrine and theology as stated in the various creeds and articles of faith of the evangelical Christian Church through the ages, embodying as

they do the great doctrinal statements that issued from the Protestant Reformation and the Wesleyan revival. In fact, some of our Articles are similar in thought, and in some instances identical in word, with certain sections of the historic Augsburg Confession. This is particularly true of the first and second Articles.

Moreover, they expand and elucidate the doctrinal tenets as set forth in the Apostles' Creed. This statement is particularly applicable to the first four of our Articles. It is in the next nine that our doctrinal distinctives appear more definitely.

We shall comment upon our Articles of Faith by paragraph as they are numbered in the *Manual*. Please read carefully all Scripture references in the order given.

1. God and the Trinity

We are *Trinitarian*, as opposed to *Unitarian*, in our faith. We do not believe in "three Gods" as the Unitarian, or "Jesus only," teaching maintains that we do; but we believe there are "three persons, of one substance, of eternal being, and equal in holiness, justice, wisdom, power, and dignity; the Father, the Son, and the Holy Ghost." Not three Gods, but one God, subsisting in three persons, the Trinity in unity (Matthew 3:16, 17; 28:19; 2 Corinthians 13:14; 1 John 5:7).

2. Christ

We believe in the incarnation of Christ through the virgin birth, which we hold without question, as written in the Word of God (Isaiah 7:14; 9:6; Matthew 1:18-25; Luke 2:26-35).

We believe He was a perfect, sinless human being in whom dwelt all the fullness of the Godhead bodily (Colossians 2:9), that He was very God and perfect man. We believe He lived a sinless life and died upon the cross as an all-sufficient atonement for our sins, for our personal transgressions and also for original sin.

3. Christ's Resurrection

We believe in the bodily resurrection of Christ, in His triumphant ascension into heaven, and that He (in His glorified body, as a complete human being, with all things appertaining to the perfections of man's nature) now sits at the right hand of heaven's Majesty until He shall return to judge the world at the last day. Perfect, sinless humanity is at the heart of the moral universe, participating in the government of creation and interceding for His saints, until He shall come to judge the living and the dead in the end of the age (Luke 24:1-7; Romans 1:4; 1 Corinthians 15:12-19).

4. The Holy Spirit

We believe the Holy Ghost, proceeding from the Father and the Son, is of one substance, majesty and glory with the Father and the Son, very and eternal God. We believe the Holy Ghost - or Holy Spirit - is a person and that He is the executive agent of the Godhead in the dispensation of grace; that He anoints the preaching of the Word, convicts of sin, and applies the benefits of the atonement; that He is our Teacher, Comforter, and Guide, taking the things of Christ and revealing them to us, glorifying Christ, guiding us into all truth, and showing us things to come; that all of these ministries are based on and function in accordance with the written Word of God (John 14:16, 17, 26; 15:26; 16:7-11, 13-15).

5. The Holy Scriptures

The International Pentecostal Holiness Church has from its inception believed the Bible to be the inspired, inerrant, and authoritative Word of God (2 Timothy 3:15-17; 2 Peter 1:19-21; John 10:35). For many years we carried a statement respecting the Bible in our

General Rules. Then, in 1965, the Fifteenth General Conference voted to include the language of paragraph 5 in our Articles of Faith. This action was duly ratified by our local churches.

6. The Future of Believers and Unbelievers

We believe we have eternal life through faith in Christ (John 3:14-16, 36); and that Christ has prepared a place for His own in Heaven (John 14:1-3). This is a "portion of the reward of the righteous," though "eye hath not seen, nor ear heard, neither have entered into the heart of man, the things which God hath prepared for them that love him" (1 Corinthians 2:9).

Dreadful as this truth may seem, we believe, and must so believe because of the consistent teaching of God's Word, that "everlasting banishment from the presence of the Lord and unending torture (or punishment) in hell is the wages of the persistently wicked" (Psalm 9:17; Matthew 5:22, 29, 30; 18:9; 23:33; 25:41, 46; Mark 9:43-48; Luke 16:23-25; 2 Thessalonians 1:6-9; Revelation 14:9-11; 20:11-15; 21:7, 8).

7. The Efficacy of the Blood of Jesus

We believe in the efficacy and sufficiency of the shed blood of Jesus Christ for the remission of sins committed in the past: for the regeneration, or new birth from above, of penitent sinners, and for salvation or deliverance from sin and sinning (Matthew 26:28; Luke 22:20; Acts 20:28; Romans 5:9; Ephesians 1:7; 2:13; Colossians 1:14, 20; 1 Peter 1:18, 19; 1 John 1:7; Revelation 1:5; 5:9; 1 John 2:1; 3:5-10; 5:18; Romans 6:22; 7:24, 25; 8:1-4).

8. Justification by Faith

We believe, teach and firmly maintain the scriptural doctrine of justification by faith alone

(Romans 5:1; Ephesians 2:8, 9; Titus 3:4-7). We do not believe that any sort or degree of good works can procure or contribute toward our justification or salvation. This is accomplished solely and exclusively on the basis of our faith in the shed blood, the resurrection, and the justifying righteousness of our Lord Jesus Christ (Romans 4:23-25; 5:1-11, 20; 1 Corinthians 15:1-4).

But we do believe in good works as a fruit or product of salvation. We are not saved by, but unto, good works (Ephesians 2:10). When we believe on Jesus Christ as our Savior, our sins are pardoned, we are justified, and we enter a state of righteousness, not our own, but His, both imputed and imparted (Romans 4:22, 25; 8:1-4).

9. Cleansing

We believe Jesus Christ shed His blood, not alone for our justification and the forgiveness of actual transgressions, but also for the complete cleansing of the justified believer from all indwelling sin and from its pollution, and this transaction takes place subsequent to (or after) regeneration (the new birth) (Acts 26:18; Ephesians 5:25-27; Titus 2:14; Hebrews 9:13, 14; 10:10, 14-22; 13:11, 12; 1 John 1:7, 9). This is the negative side of sanctification – the cleansing or taking away of the sin principle – the circumcision of the heart to make it possible for us to love the Lord our God with all our heart and soul (Deuteronomy 30:6). It is the crucifixion of the “old man” (Romans 6:6; Ephesians 4:22-24; Galatians 2:20), the destruction of the “carnal mind” (Romans 8:5-10), the purging of the fruit-bearing branch so “it may bring forth more fruit” (John 15:2). It is the “cleansing from all sin” – “from all unrighteousness” (1 John 1:7,9).

10. Sanctification

1 Sanctification in the sense of the above cleansing, and in the sense of a complete
2 dedication to God, including a full and unreserved “setting apart” or “consecration” of the
3 life to God, is a definite, instantaneous work of grace, obtainable by faith on the part of the
4 justified believer. (See Romans 5:1, 2: “...justified by faith... peace with God through our
5 Lord Jesus Christ, by whom also we have access by faith into this grace wherein we stand
6 and rejoice...” Also see 1 John 1:9: “...to forgive us our sins, and to cleanse us from all
7 unrighteousness.” Note also Titus 2:14: “...redeem from all iniquity and purify...” and Acts
8 26:18: “...forgiveness of sins and inheritance among them which are sanctified.” Also refer
9 to the following Scriptures for those who “are sanctified”: Acts 20:32, 26:8; 1 Corinthians
10 1:2, 6-10; Hebrews 2:11, 10:14; Jude 1).

11 This is purity and dedication, it is not maturity, but the crisis experience that marks the
12 beginning of the sanctified life, in which there is certainly room for development,
13 progress, and growth in grace and in the knowledge of our Lord and Savior Jesus Christ
14 (2 Peter 3:18). But remember we must get into this grace before we can grow in it.

15 It is not absolute perfection, not angelic perfection; not “sinless perfection,” if the term is
16 used to imply the impossibility of a sanctified person’s falling into sin. We do not believe it
17 is impossible for the sanctified to commit sin; but we do believe it is possible for a
18 sanctified person not to commit sin (Luke 1:73-75; Titus 2:11, 12; 1 John 1:7; 2:1, 6; 3:5-10;
19 5:18). We are aware of John’s statement in 1 John 1:8, but these words apply to those who
20 deny the need for cleansing, not to those who have experienced it and are living the
21 sanctified life.

22 This is Christian perfection – in which we love the Lord with all our heart, soul, mind, and
23 strength and our neighbors as ourselves (Mark 12:29-31); in which we love Christ and

1 keep His commandments (John 14:15), among which is this, “My little children, these
2 things write I unto you, that ye sin not” (1 John 2:1).

3 The sanctified life is one of separation from the world, a selfless life, a life of devotion to
4 all the will of God, a life of holiness in accordance with Romans 6:22; 12:1, 2;
5 2 Corinthians 7:1; 1 Thessalonians 4:7; 5:23; Hebrews 12:14; James 1:27; and 1 Peter
6 1:15, 16. It is a life controlled by “perfect love” which “casteth out fear” (1 John 4:16-21).

7 **11. The Baptism With the Holy Ghost and Speaking With Other Tongues**

8 We believe the Pentecostal baptism with the Holy Ghost and fire is obtainable by a
9 definite act of appropriating faith on the part of the fully cleansed believer (Luke 11:13;
10 24:49; Acts 1:5, 8; 2:38, 39).

11 We believe this great blessing, which provides the enduement of power to witness for
12 Christ, is available to all believers whose hearts are cleansed from sin by the blood of
13 our Lord Jesus Christ. Since the Bible teaches that our bodies are temples of the Holy
14 Ghost (1 Corinthians 6:19, 20) – and that the temple of God is holy, which temple ye
15 (believers) are (1 Corinthians 3:16, 17) – we do not believe God will fill an unclean temple
16 or vessel with His Holy Spirit. In other words, we believe, because the Bible teaches and
17 requires it, that to receive the baptism with the Holy Ghost, a person must have a clean
18 heart and life as a prerequisite for this great blessing. Remember, the blood of cleansing
19 must first be applied, then the oil, which is a type of the Holy Spirit (Leviticus 14:14, 17).

20 Moreover, we believe that to live in the fullness of the Holy Spirit’s power and
21 possession, one must continue to live a clean and consecrated life, free from sin, strife,
22 worldliness, and pride, and must avoid attitudes and actions that tend to “grieve” or
23 “quench” the Holy Spirit of God (Ephesians 4:29-32; 1 Thessalonians 5:19).

We believe the “initial” (or first) evidence of the reception of the baptism of the Holy Spirit is the speaking with other tongues as the Spirit gives utterance (John 15:26, 27; Acts 2:1-4; 8:17, 18; 10:44-46; 19:6; 1 Corinthians 12:7). We do not believe this is the only evidence of the Spirit’s baptism, but it is the initial evidence, just as it occurred in the repeated accounts of the Spirit’s outpouring in the Acts of the Apostles. But other evidences will be spelled out in our lives – the fruit of the Spirit (Galatians 5:22, 23), power to witness for Christ, power to endure the testings of faith and the oppositions of the world. We believe the initial evidence of speaking with tongues is for everyone who receives the Pentecostal baptism with the Holy Spirit, and we distinguish between this initial manifestation and the gift of tongues, which is not given to every Spirit-filled believer.

The International Pentecostal Holiness Church believes in the gifts of the Spirit as set forth by the apostle Paul in 1 Corinthians 12, 13, and 14. We believe these gifts are “set in the Church” by the Holy Spirit; He retains custody and control of said gifts or “enablements,” distributing or operating them “severally as He will.” And we desire that our people may so live under the control of the Holy Spirit that these gifts may be manifested or used through consecrated individuals in the worship services where, when, and as they are needed, but all to the glory of God and the edifying of the body of Christ, and in accordance with the directions and decorum set forth in the chapters referred to above.

12. Divine Healing

We believe provision was made in the atonement for the healing of our bodies as set forth in the following Scriptures: Isaiah 53:4, 5; Matthew 8:16, 17; Mark 16:15-18; James 5:14-16; Exodus 15:26; to which we would also add Romans 8:26-28. And,

while we do not condemn the use of medical means in the treatment of physical disease, we do believe in, practice, and commend to our people the laying on of hands by the elders or leaders of the church, the anointing with oil in the name of the Lord, and the offering of prayers for the healing of the sick.

13. The Second Coming of Jesus

We believe in the imminent, personal, premillennial second coming of our Lord Jesus Christ. The word *imminent* means the second coming of Christ is near; it is impending, likely to occur at any moment (Matthew 25:29-44; Mark 13:32-37; Titus 2:13).

The word *personal* means “the Lord himself” shall return (1 Thessalonians 4:15-18); the “same Jesus” who was “taken up into heaven shall so come in like manner” as He was seen to “go into heaven” (Acts 1:11).

The word *premillennial* means He will come before the millennium during which the “blessed and holy” of the “first resurrection” will live and reign with Christ “a thousand years” (Revelation 20:4-6).

The second coming of Christ will occur in two stages; the first for the purpose of catching away His saints who are prepared for the Rapture before the Great Tribulation period (Matthew 24:40-44; 1 Thessalonians 4:13-18; Revelation 3:10, 11; 4:1,2); and the second at the end of the Great Tribulation, when He shall come back with His saints to destroy the armies of the Antichrist, to judge the nations of the world, and to inaugurate the millennial reign (Matthew 25:31-33; 2 Thessalonians 2:8; Revelation 19:11-21; 20:1-6).

The proper attitude of Christians toward the coming of Christ should be to love His appearing (2 Timothy 4:8), watch and pray always to be accounted worthy to escape the things that will come upon the earth during the Great Tribulation (Luke 21:36), pray for His coming (Matthew 6:10; Revelation 22:20), and faithfully “occupy” until He comes.

(Luke 19:13).

Many signs point to the soon coming of Jesus. The following Scriptures set forth several of these signs: Ezekiel 36 (the return of Israel to her land, etc.); Daniel 12:4; Nahum 2:3, 4; Joel 2:28-32; Matthew 24; Mark 13; Luke 21:25-36; 1 Timothy 4:1-5; 2 Timothy 3:1-8, 13; 4:3, 4; 2 Thessalonians 2:1-12; 2 Peter 2 and 3; and the Epistle of Jude.

14. The Great Commission

The first thirteen of our Articles of Faith state what we believe as a church. Article 14 defines for us “what we are to do about it.” Our Lord’s last command on earth was to charge every believer with the responsibility of taking the gospel to all nations. We can never be content just experiencing God in Christ for ourselves. We must also be actively involved in spreading the gospel to others – to the ends of the earth.

- by Bishop Joseph A. Synan

B. EXEGESIS

1. Repentance

Repentance (Gr. *metanoia*: from *meta* – with, and *noos* – mind – something done with the whole mind). Mind, as thus viewed, embraces the spirit, with particular reference to the conscience and will, and denotes a decision made which changes the desires, views, attitude, purpose, and conduct of one’s life. Truth inwardly applied produces conviction for sin; conscience awakened by conviction demands a change, and the will mightily influenced by the conscience in view of the judgment is moved to change the whole life. *Metanoia* signifies a whole life repentance – a lifetime forsaking of sin, and not a mere momentary act day by day. Repentance is not “godly sorrow for sin,”

1 but “godly sorrow,” which is produced by a display of the goodness of God that leads to
2 repentance (Romans 2:4; 2 Corinthians 7:10). Repentance puts the heart in a position
3 to believe.

4 2. Faith

5 Faith is the result of divine persuasion effected by the promises of God. It includes
6 confidence and trust. The promises, “exceeding great and precious,” express the
7 faithfulness of God in the heart thus persuaded: confidence is begotten; trust is inspired.
8 “The promises are yea [established] and amen [fulfilled] in him” (2 Corinthians 1:20) -
9 the Christ; He, by them, is the “originator of faith” in the heart (Hebrews 12:2).
10 Confidence in and reliance [trust] upon Christ, the act of faith following repentance,
11 brings to the heart the realization of the forgiveness of sins. Faith grows by the same
12 process that gives it birth – the promises of God, centered in Christ and fulfilled by Him.
13 He is the finisher [perfecter] of faith.

14 3. Justification

15 Justification is the act of God, as the infinite Judge, pronouncing the penitent believing
16 soul free from the condemnation of His righteous law. It is preceded by forgiveness and
17 followed by regeneration. Forgiveness removes the guilt of sin; justification lifts the
18 condemnation caused by those sins from the soul. The just God makes the soul just
19 and upholds His just laws. His law is righteous, and the trusting soul being made just is
20 also made righteous by the same act. Both are one. *Justification* and *righteousness*
21 come from the same word in the original. The “righteousness of the law is fulfilled in

1 them who walk not after the flesh, but after the Spirit.” Justification opens the way for the
2 heart’s regeneration. The penitent believer is rightly related to law and justified by it
3 through faith. The law endorses him because he is in Christ. Forgiveness, justification,
4 and regeneration are not identical, but they all take place at the same time. The three
5 are simultaneously received by the same act of faith.

6 **4. Regeneration**

7 Regeneration (Gr. *polingenesia*: *polin* – again; *genesia* – generation): This means “to
8 be generated again.” *Generation* is derived from it; also *Genesis*. We prefix the particle
9 *re* (which means “again”) to *generation* and have *regeneration*, which means to be
10 “second born” or “reborn.” We term this work the “new birth” or “born again.”

11 Every human being was potentially created with Adam and put into the body or
12 materiality as he was. As he fell, all fell in him and with him. All lost this divine birth. All
13 were in the Second Adam – Christ – on the Cross, and in Him were born potentially the
14 second time. That second birth on Calvary is reproduced in us by the Spirit. This is the
15 *polingenesia* – “second birth” – that Jesus taught Nicodemus (John 3:3) must take place
16 in him. We are made conscious of the “Calvary birth” in the “regeneration” effected by
17 the Holy Spirit.

18 Pardon and justification make a change in all life’s relationships. Regeneration is a
19 change in state, that is, our inner nature. Being dead in sins, we are quickened to life
20 by the impartation of the resurrection life of the glorified Christ. “He is our life,” and in
21 regeneration we begin to live in and by Him.

5. Adoption

Adoption is an act of God the Father, dealing with the “born one” (GR. *huiiothesia*: from *huios* – sons; *thesia* – placing – son placing). The Father receives regenerated one from the hand of His beloved Son and places him in His heavenly household. Jesus the first-born Son – the Elder Brother – by virtue of the Father’s act of adoption, assigned to the newly acknowledged son his work and service in the heavenly family, or kingdom. Jesus, as the “first begotten from the dead” has the “preeminence among the brethren,” and by the appointment of the Father, has complete control of all the heavenly household; therefore, He gives to each one in the “household” his individual work. The Father, in accepting the “newly born” into His family, “sends forth the Spirit of His first-born Son into the heart of the adopted son, “making him a “joint heir with Christ.” The Spirit of the first-born Son put into the heart of the “newly born” is the witnessing Spirit assuring him of his salvation and sonship.

6. Sanctification

Sanctification. The derivation of this word, from root to stem in both Hebrew and Greek languages (the original languages in which the Word of God was first written), may help to some extent in the definition of its meaning, but is not sufficient to set forth the vast scope of truth embraced by the word as used in both Old and New Testaments. The historico-ethical revelation of the word as connection with the manifestation of Jehovah to the patriarchs, to Israel, the elect nation, and to and through Jesus Christ in fullness,

1 is the only way by which the full knowledge of the word as to its meaning can be
2 obtained.

3 *Kadesh* is the Hebrew word for sanctification and its equivalents. Its verbal stem is
4 derived from the root *dash*, which primarily signifies to “break forth shiningly.” The Greek
5 word used to translate *kadesh* is *hagios*. The 70 men appointed from among the Jews to
6 translate the Hebrew Scriptures into the Greek language, known historically as the
7 Septuagint, in 287 B. C., used *hagios* in translating *kadesh* into that language.

8 The first instance of the use of *kadesh* is in Genesis 2:3: “And God blessed the seventh
9 day, and sanctified it.” The day “broke forth shiningly” in its sanctification.

10 The word next occurs in Exodus 3:5: “Draw not nigh ... put off thy shoes ... for the place
11 whereon thou standest is holy ground.” In the bush of fire, “God broke forth shiningly,”
12 and His radiance hallowed the ground where Moses stood, making it holy. The holy
13 flame that burned upon the bush and consumed it not was a type and prophecy of God’s
14 future manifestation to Israel and His method of dealing with them.

15 This manifestation was clearer and more abundant in Christ Jesus, who was the
16 effulgence of His Father’s glory (Hebrews 1:3). It also characterizes the fullness of the
17 work of the Holy Ghost. From the root and stem significance of the Hebrew word *kadesh*
18 and its equivalent in Greek, we learn by its historic development that holiness (“that
19 which breaks forth *shiningly*”) is the fundamental essence and perfection of God’s being
20 in infinite fullness. He embodies all holiness absolutely. There is none outside and
21 independent of Him. Everything is holy as related to Him.

On the basis and to the extent of this constituted relationship, we are holy.

We now come to consider holiness in the sphere of relationship. The Hebrew and Greek terms, as defined above in relation to God, take on other shades of meaning in the sphere of divine relationships. As applied to persons and things, it signifies *to be solely and completely devoted to a divine service*. “Every devoted thing in Israel shall be holy.” This devotion is necessarily preceded by a separation from everything in the previous life. This separation covers all sins and sinning, and all inherited sin – the old man – since sin in all forms is of no service to God. The former separation is done in repentance, and the latter in crucifixion. This crucifixion is wrought in the heart of the one who is alive to God, that is, the regenerated. Separation from all the former life, inward and outward, places us in the position to be forever devoted to God.

The original word signifies divine appropriation as a result of the act of devotion. This appropriation makes us holy. Then begins the “breaking forth shiningly” of the sanctification of the divine Being wrought within us. We become luminaries in the world. The holiness of God shines in us to the degree of our relationship to Him.

7. Pentecost

Pentecost (Gr. *pentecoste*: fiftieth day) has for its antecedent the “Feast of Weeks,” called also the “Feast of Harvest,” one of the seven feasts that Israel was commanded by the Lord to observe annually. There are three feasts to be observed in the beginning of the spring season: Passover, Unleavened Bread, and the Feast of Firstfruits. Following the night of the Passover Feast, they began to observe the Feast of Unleavened Bread, which lasted one week. During this week, the Feast of Firstfruits

1 was held, which lasted but one day, or a part of a day. That day was the “morrow after
2 the Sabbath” of the Unleavened Bread Feast, corresponding to our Sunday. From that
3 Sabbath of the Feast of Unleavened Bread, Israel was commanded to number seven
4 Sabbaths (which would make the seventh Sabbath the forty-ninth day), and on the
5 morrow after the seventh Sabbath, Israel was commanded to observe the Feast of
6 Weeks, or Feast of Harvest, which would be a feast on the fiftieth day.

7 Hence, from the Feast of the Firstfruits to the Feast of Weeks, fifty days intervened. The
8 Feast of Weeks, or Harvest, was also a Firstfruit Feast – the second – so that between
9 the two was a period of fifty days. The first of these feasts pointed to the resurrection of
10 Christ, and the second to the outpouring of the Holy Ghost, as in Acts 2. Christ died on
11 the day the Passover was killed and was raised from the dead on the day of the offering
12 of the sheaf of the firstfruits. He continued on the earth forty days and then ascended to
13 heaven.

14 The apostles, by Christ’s command, returned from the Mount of Olives, where they saw
15 the Christ depart from earth, and in the Upper Room with over one hundred other
16 believers, began tarrying for the fulfillment of the “promise of the Father,” which the
17 Christ assured them would be given “not many days hence.” They sought and waited ten
18 days. The tenth day was the fiftieth day after the resurrection of the Christ. On that day,
19 the old Feast of Harvest was observed. And at the hour that the priest offered the two
20 loaves “according to the law,” the Holy Ghost fell upon the Upper Room waiters, “and
21 they were all filled with the Holy Spirit.”

1 *Pentecoste* was the Greek name for the Jewish Feast of Weeks, or Harvest, held on the
2 fiftieth day. The last letter of the original word was dropped, and so we have our word
3 *Pentecost*. The original *pentecoste* literally means “fiftieth,” as a number. “And when the
4 day of Pentecost [*pentecoste*] was fully come” (Acts 2:1), the Holy Spirit was given in
5 fullness to the 120 in the Jerusalem “Upper Room.”

6 Pentecost now refers to the baptism of the Holy Spirit and not to any special day. His
7 coming was the beginning of the indwelling of God the Father, Son, and Spirit in the
8 hearts of believers and in the New Testament Church.

9 God (Hebrew *Elohim*) as a name signifies *uni-plurality* – the unity of more than one
10 personality. The *Trinity* (*tri-unity*) is implied in the name. However, we say God the
11 Father, God the Son, God the Holy Spirit. Not three Gods, but one God with three
12 personalities, coexisting in unity.

13 The coming of God the Holy Spirit to dwell in believers meant the coming of God the Son
14 and God the Father at the same time. Pentecost is the indwelling of the adorable Trinity
15 in individual believers and in the Church of the New Testament dispensation. This is the
16 great distinguishing feature of the Pentecostal baptism of the Holy Ghost. The Comforter
17 was given to dwell in the hearts of the crucified – fully cleansed – believers. “And ye are
18 clean – cleansed every whit – but not all” (John 13:10). The statement “not all” referred
19 to Judas the betrayer. “Now ye are clean [cleansed, purified] through the word which I
20 have spoken to you” (John 15:3). These statements were made before the Day of
21 Pentecost. The washing of the disciples’ feet was a symbol of the inner cleansing of
22 their hearts, and the statement “ye are clean every whit” was made at that time and place.

23 The “Upper Room” company, while tarrying ten days for the “endowment from on high,”
24 was continuously “praising and blessing God.” This is a fine specimen of a genuine

Holiness meeting. “They were all with one accord in one place” during the ten days’ waiting, which gave evidence of heart purity as a preparation for the Pentecostal baptism.

8. Divine Healing

Divine healing, as we teach and believe, is altogether a product of the atoning merit of Christ’s sacrifice on the cross. “Himself took our infirmities, and bare our sicknesses” (Matthew 8:17), and “with his stripes we are healed” (Isaiah 53:5). This healing is wrought solely by the application of the atonement to the body, through faith alone. The Holy Spirit applies the efficacy of the blood of healing to the sick and afflicted body, or parts, which in fact is the impartation of the resurrected life of the glorified Christ. This is direct divine healing, effected by the divine Being in response to faith alone.

The law of recovery is written in all creation, and also in our bodies, since they are an essential part of creation. This law operates according to its relation to the infinite law of all creation as upheld and directed by the Creator. Healing is a part of the benefits flowing out of this law of recovery, and it may be termed the healing of natural law.

The earth is under the curse of the violation of the Edenic Covenant by the sin of the first man, “as lord over all the works of God’s hands.” And this curse has caused a thousand disturbances in the movement of natural law. An abnormal condition prevails, largely throughout this mundane sphere. These abnormal disturbances have caused the law of creation to work destruction in the natural. They interfere with the operation of the law of recovery so that complete restoration is rarely ever fully attained. Physicians depend upon this law of recovery to restore health, and as far as they know this law,

1 they endeavor to have the patient adjusted to its operation. Remedial agencies can be
2 beneficial only insofar as they assist in making this law of recovery normal in its
3 operation.

4 It may be that the Holy Spirit at times elevates and accelerates this law of recovery so
5 that it is made thereby a channel of healing. If so, this is an act of divine healing, but not
6 on an equality with the healing of Calvary's sacrifice. Natural means viewed as a product
7 of the law of recovery are not to be despised. Neither are we to look upon their use as
8 sinful on the part of believers in Christ. The healing of Calvary's stream is the "better
9 way," and the way to secure complete and permanent healing of all sickness and
10 diseases.

11 **9. The Coming of the Lord**

12 The word *millennium* is the name for the Latin numeral 1,000. The Greek is *kiliad* or
13 *chiliad*, as it is more frequently spelled in English. Both are used in the discussion of
14 the coming reign of Christ. His coming is *premillennial*, as we teach. "Pre" means *before*,
15 and His coming will be before the millennium shall begin. We mean His coming "with all
16 the saints" will be the event that shall inaugurate the millennial (one thousand years')
17 reign of Christ on earth.

18 That period will be preliminary and preparatory in purpose. It is preliminary to the final
19 and absolute regeneration of all that belongs to this mundane creation. It is preparatory
20 to the reign of Christ as it will subjugate absolutely everything to the will of the Father by
21 destroying all enmities, animosities, and every possible degree of rebellion against the
22 royal will of God. When this is done, the eternity of the kingdom will be fully inaugurated.

1 Ineffable glories, surpassing all finite conception, will fill the earth as the water covers
2 the sea.

3 All the saints look for, long for, and pray for the coming of Christ, as that which is “nigh
4 at hand.” A thousand signs and events proclaim and signify the immediate end of this
5 present age. The Great Tribulation shadows are visible now on the earth, and the first
6 event of the Second Advent program may occur at any moment. Amen. “Even so, come
7 Lord Jesus.”

8 **10. Resurrection**

9 Resurrection (Gr. [1] *anastasis*: from *ana* – again; and *stasis* – to stand up again; [2]
10 *egerio*: to raise up) means to raise up anything, such as (a) a building, (b) a savior, (c) to
11 awaken from sleep.

12 Resurrection is the “standing up again” of that which has fallen – bringing to life that
13 which has fallen to death. That which went down in death is raised up again to life.

14 The resurrection of Christ is both a proof and an example of the resurrection. He had a
15 real material human body, the same as all other human beings on earth. “He was born
16 of a (mortal) woman,” who descended from David the king; therefore, He was born of the
17 “seed of David according to the flesh;” also of the “seed of Abraham” and the “seed of
18 Adam,” through whom “death passed upon all the human race.” All the seed of Adam
19 proceeded from him after he had fallen in sin under death.

20 Therefore Christ lived in a mortal body subject to suffering and death. He died, “under
21 sin” – “unto sin” – an *atoning* death for sin in the body, and this being “finished,” He
22 “dropped out” of the mortal body on the cross. The same body that hung on the cross

1 was laid in the tomb, and the same body that lay in the tomb was the body that came
2 forth in the resurrection “on the third day.” Thus, His resurrection is proof of our
3 resurrection. His being raised from the dead is infallible proof of resurrection as a fact.
4 The manner of His coming forth illustrates the way the saints shall come forth. The same
5 body that each one left in death will be the one that shall be raised, and all will “enter
6 their own bodies” as Christ did His.

7 **11. Rewards**

8 Existence is eternal. Things existing can never cease to exist. Change of form and
9 places may occur, but this is not annihilation. Eternal existence is not identical with
10 immortality. The latter is a condition of the former, and commensurate with it. “[Christ]
11 only hath immortality, dwelling in light which no man can approach unto” (1 Timothy
12 6:16). “[He is] the resurrection, and the [immortal] life” (John 11:25).

13 Believers are to seek, by well doing, “glory and honor and immortality” (which is “eternal
14 life,” or the “life of the ages of the ages”). They are not to seek eternal existence, as that
15 is already a fact, since we can never cease to be. But they are to “seek for glory, honor,
16 and immortality,” as Christ alone “hath immortality,” which is synonymous with the
17 eternity of life in “the ages of the ages” to come.

18 The unconditionally lost in the ages of the ages to come will exist in a state of everlasting
19 death, which can have no end. They shall have “everlasting shame and contempt”
20 (Daniel 12:2), but not “life and immortality,” as that marks the state of the glorified saints
21 in heaven, “unto the ages of the ages.” At the great judgment to come, the wicked depart
22 into everlasting fire prepared for the devil and his angels (the “lake of fire” which is the

1 “second death”), but the righteous enter into “life eternal,” or infinite immortality in the
2 glory in which the eternal God dwells into all eternity.

3 - by Bishop J. H. King

Article VI. Ordinances

Although there are many meaningful religious services and ceremonies, there are only two practices that clearly rise to the level of ordinances. The true test of the scriptural validity of a Christian ordinance rests in the affirmative answer to three questions. First, was it commanded by our Lord Jesus as recorded in the four Gospels? Second, was it practiced in the early church as described in the Acts of the Apostles? Third, is its spiritual significance clearly expounded in the Epistles? Water Baptism and Holy Communion clearly meet this threefold requirement.

By submitting to the ordinance of Water Baptism and by regular observance of the Lord's Supper, the Christian proclaims to the world that he has renounced his former life of living for sin and self and now belongs, body, soul, and spirit, to Christ as the Lord of his life.

A. Water Baptism

Water Baptism is intended only for those who have professed faith in the Lord Jesus Christ. It is a God-given illustration of each Christian's identification with Christ in His death, burial, and resurrection. Obedience to this ordinance demonstrates the believer's public confession of this fact to others.

1. All who unite with any local church on profession of faith in Christ should further confess Christ by receiving water baptism, preferably by immersion, as early as possible.
2. Baptism shall be administered according to the divine command of our blessed Lord, "In the name of the Father, and of the Son, and of the Holy Ghost (Spirit)."

B. Holy Communion

Holy Communion commemorates our redemption by Christ's death. It points to Calvary and to the return of Jesus, whose blood cleanses us from all sin and prepares us for His blessed return

(Matthew 26:17-30; 1 Corinthians 11:23-30).

1. The bread and the wine should be administered to all Christians (only unfermented wine should be used).

2. The Lord's Table should be open to all who love Him, and all of the Lord's children should be invited to His Table to commemorate together the death of their common Lord.

3. This shall be administered at least once each quarter.

Article VII. Covenant of Commitment

A. Covenant of Commitment

Pentecostal Holiness people are committed to Jesus Christ and His Kingdom. To this end, we believe in the verbal and plenary inspiration of the Holy Scriptures (2 Timothy 3:16, 17). The Bible is God's infallible Word, the believer's guide, and the final authority for both faith and conduct (2 Timothy 3:16, 17). People who teach in our institutions and who are credentialed clergy shall subscribe to this same position.

We believe the top priority of Christians is to "make it out aim to be well pleasing to God" (2 Corinthians 5:9). Every facet of our lives must come under divine authority as we relate everything to this priority, maintaining it without interruption. We recognize that in order to maximize our Christian witness, our private lives must be consistent with our public testimonies. Hence, our primary goal must be to please God and be acceptable to Him.

With both this understanding of Holy Scripture and this top priority firmly settled in our hearts, we affirm the following biblical values that characterize our lifestyle as a people:

1. Our Minds

Since it is our aim "to please God" in everything we do, we will strive to study the Bible and keep our minds pure and positive, avoiding all evils in our modern society designed to weaken or destroy our spirituality (Philippians 4:7, 8). This includes a sensitivity to judge carefully the television, movie, music, computer, and Internet industries. Because our Lord taught that immorality is first a condition of the heart, we affirm that profane and pornographic materials will have no place in our lives.

2. Our Bodies

We commit ourselves to maintaining a disciplined lifestyle with regard to our bodies.

Since our bodies are the temples of the Holy Spirit and instruments of righteousness, we must keep our bodies pure and consecrated for the Master's use, that we might please Him (1 Corinthians 6:19; Romans 6:13; 12:1, 2; 2 Corinthians 7:1).

We reject the loose moral values of our culture and encourage our young people, as well as our adults, to choose clothing that will honor their bodies as temples of the Holy Spirit.

We expect our members to abstain from the use and promotion of tobacco, alcoholic beverages, and any illegal addictive drugs, as well as addictive legal drugs, over-the-counter or prescribed, except under the supervision of a physician (2 Corinthians 7:1).

We affirm every person's right to life and maintain a strong position against abortion and euthanasia, both of which undermine the biblical sanctity of life. We oppose human cloning.

We recognize the destructive and dehumanizing effects of pornography on society and oppose both its production and distribution. We also maintain a strong biblical position against premarital, extramarital, and deviant sex, including homosexual and lesbian relationships, and all forms of child molestation and/or exploitation. Yet we rejoice that people bound by these sins can find hope and deliverance in the gospel. (Matthew 5:27-30; 1 Thessalonians 4:3; 1 Corinthians 6:9).

3. Our Spirits

Our “aim to please God” in our whole life will cause us to exhibit the “mind of Christ” in all our attitudes (1 Corinthians 2:12-14). Brotherly love, as taught and exemplified by Christ, is to be our example. Members are to be compassionate and charitable toward their fellowman. The greed and selfishness that motivate much of our modern culture is contrary to our Christian faith and testimony.

We recognize racism as sinful and seek to treat all people with dignity and respect, demonstrating Christian love to one another. Hatred, prejudice, and hostility are inconsistent with our goal – “to please God” (Philippians 2:5-11).

4. Our Speech

Our speech reveals much about us (Matthew 12:34-37; Ephesians 4:29). The Christian should be known by his wholesome conversation. Our members are to refrain from speaking anything that is unclean, profane, vulgar, untrue, unkind, or unprofitable. To please God we must make sure our communication affirms, rather than hinders, our testimony (Romans 12:1, 2).

5. Our Relationships

The believer’s commitment to pleasing God stands above his commitment to any political party, economic structure, or social institution. All commitments are governed by the highest commitment – “to please God.” All members are to be honest and ethical in all their relationships (Romans 12:17).

We expect our members not to hold active membership in, or fellowship with,

1 organizations with objectives and activities not in harmony with Scripture, or which
2 require oath-bound allegiance that infringes on a member's total allegiance to God
3 (2 Corinthians 6:14-18; Ephesians 5:11). No goal shall divert us even to the slightest
4 degree from the central goal of being "approved unto God" (2 Timothy 2:15).

5 **6. Our Families**

6 The family is the basic unit of society. Its divine origin, as expressed in the Bible, makes
7 it of vital concern to the church. Growing out of our commitment as a people to a biblical
8 lifestyle, we recognize the sanctity of marriage between one man and one woman until
9 death parts them, including the biblical pattern of relationships in the home. While the
10 husband is the head of the home, he is also commanded to love and cherish his wife as
11 his own body. Wives are to respect and honor their husbands (Ephesians 5:22-28).

12 The prophet Malachi recorded the heart of God when he wrote, "' I hate divorce,'
13 says the Lord God of Israel" (Malachi 2:16). However, this passionate prophetic
14 description does not justify the conclusion that God hates divorced people. To the
15 contrary, He never stops loving them (John 3:16; 4:4-42).

15 Parents are to teach and correct their children, but at the same time refrain from
16 provoking them to anger and resentment (Ephesians 6:4). Further, they are to refrain
17 from all forms of child abuse. Children are to respect and obey their parents (Ephesians
18 6:1-3). However, this admonition must not be used to manipulate a child into an abusive
19 relationship. Christian families should worship and pray together, play together, and
20 work together. The relationships in the Christian family should reflect the healing Christ
21 brings to all human relationships and should, therefore, never lead to or involve domestic

1 violence.

2 **7. Our Stewardship**

3 Our commitment to Jesus Christ includes stewardship. According to the Bible,
4 everything belongs to God (Psalm 24:1). We are stewards of His resources and
5 conscious of Him in the management of that trust. Our stewardship of possessions
6 begins with the tithe (Malachi 3:8-10). All our members are privileged and responsible
7 to return a tenth of all their income to the Lord. This tithe is to be paid into the
8 “storehouse.” This storehouse is the treasury of the local church or Conference to which
9 the member belongs. In addition to the tithe, all members are blessed to give offerings
10 out of the ninety percent of God’s wealth He allows them to use (1 Corinthians 16:2).

11 Stewardship also involves the protection of our reputation. Therefore, we are to be
12 honest in all matters, avoiding unethical personal or business practices of any kind,
13 including gambling. Stewardship also includes our time, talent, and spiritual gifts, as
14 well as our money (Ephesians 5:16; Romans 12:3-8; Matthew 25:14-30; Luke 19:11-27).
15 This understanding of stewardship should be taken into account when drafting wills and
16 bequeathing estates.

17 **8. Our Loyalty**

18 Loyalty to Christ and His church is basic to the success of the International Pentecostal
19 Holiness Church. The faithful participation of every member, both lay and clergy, and
20 every local church and Conference in the various ministries of the church is necessary
21 if the International Pentecostal Holiness Church is to fulfill its mission/vision. Loyalty
22 involves commitment to all the ministries of the church. Since leaders should be role

models, all those in leadership in the local church, the Conference, and the General Church should set an example by their faithfulness in supporting the ministries of the church.

Loyalty involves attendance at the gatherings of the church. This is vital at local church, Conference, and General Church gatherings (Hebrews 10:25). Loyalty involves affirmation. The morale of the church requires the positive affirmation of leaders and ministries. While negative criticism tears the church apart (Galatians 5:12-26), positive affirmation builds it up (Ephesians 4:16).

We oppose the increasing commercialization and secularization of Sunday.

Loyalty involves financial support. Faithfulness in tithes and offerings is essential to the prosperity of God's people (Malachi 3:8-12). This applies to local church members, Conferences, and all other individuals and entities of the church. To hold any official position in the church (local, Conference, or General) or to serve as a delegate to General Conference, a member must follow the biblical principle of tithing.

B. Affirming the Covenant of Commitment

With these values in mind, we recognize that the blessed Spirit of God has called us to live this countercultural lifestyle that sets us apart from the world. Therefore, having become acquainted with the Articles of Faith and the polity of the International Pentecostal Holiness Church, and believing both to be of God, and having given our names and thereby become members of the same, we do solemnly, but cheerfully, and with joy and gladness affirm:

1 We will watch over one another with brotherly love and kindness, not that we may have
2 whereof to accuse our brother, but that we may with meekness correct one another's faults.
3 We will abstain from profane and vulgar conversations, and from backbiting and gossiping,
4 or taking up a reproach against anyone, especially our brother. We will heed the injunction of
5 the apostle Paul, who exhorted us to "walk worthy of the vocation wherewith we are called,
6 with all lowliness and meekness, with longsuffering, forbearing one another in love;
7 endeavoring to keep the unity of the Spirit of the bond of peace" (Ephesians 4:1-3). We will
8 "bear one another's burdens and so fulfill the law of Christ" (Galatians 6:2). We will also heed
9 the exhortation recorded in 1 Thessalonians 5:12-15:

10 "We beseech you, brethren, to know them which labor among you, and are over you in
11 the Lord, and admonish you; And to esteem them very highly in love for their work's
12 sake. And be at peace among yourselves. Now we exhort you, brethren, warn them
13 that are unruly [disorderly], comfort the feebleminded, support the weak, be patient
14 toward all men; See that none render evil for evil unto any man; but ever follow that
15 which is good, both among yourselves, and to all men."

16 We will "recompense to no man evil for evil," but will "provide things honest in the sight of all
17 men," and, "if it be possible, as much as lieth in [us], [we will] live peaceably with all men"
18 (Romans 12:17, 18). We will be "kind one to another, tenderhearted, forgiving one another,
19 even as God for Christ's sake hath forgiven [us]" (Ephesians 4:32). As opportunity affords, we
20 will be engaged in works of mercy, such as visiting the sick and imprisoned and the distressed,
21 and all who may need and will accept our ministrations. We will have no fellowship with
22 unfruitful works of darkness, but keep ourselves by the grace of God unspotted from the world
23 (Ephesians 5:1-11; 1 Peter 1:5; James 1:27).

1 All this will we do, God being our Helper.

2 **Response:** *We accept the obligations of this Covenant of Commitment in the name of the Father and*
3 *of the Son and of the Holy Ghost.*

4 **C. Conclusion**

5 **1. The Bible, the Final Lifestyle Authority**

6 This Covenant of Commitment is a guideline for all our members, not a system for
7 monitoring or judging one another. Neither is this Covenant of Commitment an
8 exhaustive statement concerning a biblical lifestyle. The Bible, both Old and New
9 Testaments, is our complete and final authority. A careful, conscientious, and
10 continual study of God's Word will reveal to the believer a growing understanding
11 of what it means to live worthy of our calling Christ Jesus. Any member having
12 difficulty following the biblical lifestyle or this Covenant of Commitment should be
13 given loving nurture and patient instruction in order to lead him to maturity and
14 restoration (Galatians 6:1, 2).

15 **2. Excommunication**

16 In spite of every effort to nurture and restore a member, situations do arise in which
17 no alternative but excommunication can be found. When a member refuses to heed
18 the loving admonitions of the church to follow a Christian lifestyle, he or she may be
19 excommunicated from the fellowship of the church. However, excommunication is a
20 last resort, and is administered only in flagrant cases such as heresy, divisiveness, or
21 immorality (Matthew 18:15-17; Titus 3:10; Romans 16:17, 18; I Corinthians 5:1-5).

1 **3. The Purpose – Producing Great Commission Christians**

2 The primary purpose for this commitment to a disciplined lifestyle is to strengthen our
3 members in their aim to please God as Great Commission Christians, thus firmly
4 establishing the International Pentecostal Holiness Church as a Great Commission
5 movement. The International Pentecostal Holiness Church has a vital part in world
6 evangelism. Our aim is to lead our people toward their primary goal of pleasing Christ,
7 which will result in the multiplication of believers and churches.

Article VIII. Divorce and Remarriage

A divorced and remarried person desiring to receive ministry credentials in the IPHC shall be eligible for consideration when one of the following applies:

A. The candidate's former spouse has died or remarried.

B. The candidate divorced and remarried prior to adult Christian conversion.

C. The candidate's former marriage partner was guilty of sexual immorality and was unwilling to repent and live faithfully with the candidate.

D. The candidate's former marriage partner willingly and permanently deserted the believing spouse. (Matthew 5:31-32; 19:8-9; Romans 7:1-4; 1 Corinthians 7:15, 25-28, 39; 2 Corinthians 5:17; Malachi 2:16).

Article IX. Church Property and Titles

A. General

1. Although the International Pentecostal Holiness Church is a connectional church, the various bodies of the church (local church, Conference, and General Conference) shall have incidents of ownership of their property. The authority of each body to control and govern its property, as long as the body is operating for the ministry and membership of the International Pentecostal Holiness Church in accordance with the faith of the church and provisions of the *International Pentecostal Holiness Church Manual*, shall not be questioned. All such property shall be held in trust for the mission/vision and membership of the International Pentecostal Holiness Church by the church body in whose name title to the property is held.
2. If a local church or Conference is incorporated, the title to property, real and personal, shall vest in the corporation, whether by purchase, gift, or devise, according to the laws of the state or country in which the church body is located and according to the rules and procedures of the appropriate Conference and General Conference. Conveyances and mortgages shall be corporate form as required by such laws and rules.
3. If the church body is an unincorporated church association, title to property shall vest in the board of trustees of such body and their successors in office. Conveyances and mortgages shall be by such trustees in accordance with established rules and procedures of the local church, Conference, and the General Conference.

B. Local Church Property

1. If the IPHC has trust/property rights in a church at the time of the original adoption of

1 these Bylaws by the 2009 General Conference, such church shall not take any action
2 which diminishes those rights without the written approval of the Conference Executive
3 Council.

4 2. Each Planted Member Church in the IPHC holds the deed to its property in a
5 relationship of trust. The congregation enjoys the benefits the facilities provide and is
6 responsible to hand the property down to future generations of IPHC believers. In this
7 process, the church has broad authority to buy, sell, trade, remodel, and encumber,
8 enjoying all of the incidents of ownership except that it cannot unilaterally change its
9 deed, make the property independent, and/or take the property away from future
10 generations of the IPHC family.

11 3. A Planted Member church must recognize the International Pentecostal Holiness
12 Church, Inc., in all of its real property deeds as provided in this Article. The Planted
13 Member Church's deeds shall acknowledge and affirm the fact that it holds the deed to
14 its property in a relationship of trust for future IPHC generations. A Planted Member
15 Church shall not take any action which diminishes the rights created by the trust nature
16 of its ownership.

17 4. When a Planted Member Church decides to take a legal step (such as a building
18 program or a mortgage), the pastor shall advise the Conference Superintendent in
19 writing. The Conference Executive Council has responsibility to give advice and counsel,
20 as well as a final affirmation of the project before the legal work begins. If the local
21 church wishes to sell or mortgage its property, its board of trustees or directors or Local
22 Church Administrative Council shall have the authority to negotiate and arrange the
23 terms of such sale or mortgage, bond or note, and to execute the appropriate documents

1 as approved by the local church. At the time of the vote to sell or mortgage local church
2 property, or if foreclosure proceedings against the property are begun in court, the Local
3 Church Administrative Council or board of trustees or directors shall give written notice
4 of the intent to sell or mortgage such property, or of the foreclosure proceedings, to the
5 Conference Superintendent of the Conference in whose territory the property is located.
6 This provision shall not restrict or limit a mortgagee from taking title in case of default.

7 5. In the very rare cases when a congregation chooses to violate the trust, it becomes the
8 responsibility of the Conference Executive Council as defender of last resort to preserve
9 the church facilities for succeeding generations of International Pentecostal Holiness
10 ~~Church~~ children and grandchildren in the faith.

11 6. A Transfer Member Church may retain full control of any real property the church
12 acquired before becoming an IPHC Transfer Member Church. Any real property
13 acquired after becoming an IPHC Transfer Member Church shall be subject to the
14 provisions of this Article regarding real property that apply to Planted Member Churches
15 unless an exception to those provisions is granted in writing by the Conference
16 Executive Council.

17 7. The board of trustees or board of directors or Local Church Administrative Council, if
18 incorporated, holding title to local church property shall be elected by the church
19 congregation and shall serve until removed and their successors elected. If a
20 conveyance, gift, or devise shall have been made directly to the local church without
21 reference to trustees, the board of trustees shall have the same authority as if they
22 were named in the deed or devise. Any local church shall be strongly discouraged
23 from receiving any deed to property by will or any other means which is encumbered

1 by a reversion clause.

2 8. Notwithstanding any provision above set out, when property owned by a local church,
3 whether incorporated or not, shall cease to be used for religious purposes in accordance
4 with the faith of the church and provisions of the *International Pentecostal Holiness*
5 *Church Manual*, title to such property shall vest in the Conference where membership is
6 held. The Conference Executive Council shall determine that such use has ceased and
7 the date when it ceased, which date shall be the date title vested in the Conference. The
8 Conference Executive Council shall record such findings in its minutes, and such minutes
9 shall be conclusive proof of such vesting of title in the Conference on that date. The
10 Conference Executive Council may institute proceedings in any appropriate court to
11 acquire title and possession. If two-thirds of the congregation of the local church shall
12 move to another place of worship, retaining its status as an operating International
13 Pentecostal Holiness Church Member Church, the local church may, with the written
14 approval of the Conference Executive Council, sell its former church property or hold it
15 for a reasonable time for future sale, and may retain the proceeds of the sale for local
16 church use.

17 9. Each deed to an unincorporated local church shall contain language substantially as
18 follows: [Seller], to [Trustee], [Trustee], [Trustee], trustees for the [Name of the Church]
19 International Pentecostal Holiness Church, an unincorporated church association, and
20 their successors in office. The follow paragraph ~~should~~ shall appear after the property
21 description:

22 This conveyance is made to, and shall be held by, the grantee in trust for the

23 ~~use and~~ benefit of the ~~ministry and membership of the~~ International Pentecostal

Holiness Church in accordance with the ~~faith of said church and~~ provisions of the
International Pentecostal Holiness Church Manual. ~~This provision is for the~~
~~benefit of the grantee, and grantor reserves no right or interest in the premises.~~

This same paragraph shall appear in a deed to an incorporated church. It should also
be recommended for a will devising property to a local church.

C. Conference Property

1. Each Conference shall have the same rights and duties with regard to its ownership,
sale, and mortgaging of real property as is set out above for Planted Member Churches.
The relationship of the Conference to the International Pentecostal Holiness Church,
Inc., shall be the same relationship as between the Planted Member Church and the
Conference with regard to the ownership, sale, and mortgaging of real property. When it
is determined by the International Pentecostal Holiness Church, Inc., that a Conference
shall have ceased using its church property in accordance with the faith of the church
and provisions of the *International Pentecostal Holiness Church Manual*, title to such
property shall vest in the International Pentecostal Holiness Church, Inc., which may
institute appropriate legal action.
2. Deeds to a Conference shall be warranty deeds, if possible, and any deed or devise
should contain language similar to that provided for a Planted Member Church.
3. If a Local Church shall have mortgaged its property and be in danger of losing the
property by default, the Conference may advance funds at its discretion to avoid
foreclosure, or may take a deed from the Local Church subject to the mortgage. If the
terms of the mortgage permit an assumption of the debt, the Conference may assume
the debt if it thinks such action advisable.

D. Institutional Property

1. An institution in the International Pentecostal Holiness Church shall be organized as a nonprofit corporation. Title to property acquired by the institution shall vest in the corporation. The authority to convey or mortgage property shall be the same as set out above for a Conference except in instances where the governing certificate or articles of incorporation or bylaws of such nonprofit corporation shall provide otherwise. Any such provisions that may hereafter be incorporated into the governing incorporation documents or bylaws of such nonprofit corporations should be submitted to the Council of Bishops for its prior consideration and approval.
2. When it is determined by the Council of Bishops that institutional property shall have ceased being used in accordance with the faith of the church and provisions of the *International Pentecostal Holiness Church Manual*, title to such property shall vest in the International Pentecostal Holiness Church, Inc., which may institute appropriate legal action. The provisions of this paragraph shall not apply to nonprofit corporations having contrary provisions in their incorporation documents or bylaws. The language as to the use of the property, as provided above for local church and for Conferences, shall appear in deeds to church institutions.

E. General Church Property

The International Pentecostal Holiness Church, Inc., shall be organized and established in the form of a nonprofit church corporation. Title to property shall vest in said corporation, and conveyances and mortgages shall be made in accordance with the laws of the state or country in which the said property is situated.

Article X. Procedures for Amending the Constitution

A. Amending Articles III, IV, or Article X, Part A.

1. A proposal to make the following changes to the Constitution must be submitted in writing to the Executive Committee of the Council of Bishops at least one year in advance of the next General Conference:

- a. To delete Article III, The Apostles' Creed, or
- b. To amend Article IV, Articles of Faith, or
- c. To amend Article X, Part A, Procedures for Amending the Constitution – Amending Articles III, IV, or Article X, Part A.

2. Once reviewed by the Executive Committee of the Council of Bishops, the proposed deletion/amendment shall be submitted for approval to the Council of Bishops. Such amendment must be approved by a two-thirds majority of the Council of Bishops.

3. Once approved by the Council of Bishops, the proposed deletion/amendment shall be submitted for approval at the next General Conference. Such amendment to the Articles of Faith must be approved by a two-thirds majority of the votes cast at a duly convened General Conference Session.

4. Once approved by a two-thirds majority vote of the General Conference in session, the proposed deletion/amendment must be submitted to each Conference in a called or regular session and approved by two-thirds of all delegates voting in all Conferences. Once approved by two-thirds of all delegates voting in all Conferences, the deletion/amendment shall become effective.

1 **B. Amending Articles or Parts Not Listed in Article X, Part A Above**

2 1. A proposed amendment to the following articles of the Constitution must be submitted in
3 writing to the Executive Committee of the Council of Bishops at least one year in
4 advance of the next General Conference:

- 5 a. Article I, Name, or
- 6 b. Article II, Organizational Form, or
- 7 c. Article V, Understanding the Articles of Faith, or
- 8 d. Article VI, Ordinances, or
- 9 e. Article VII, Covenant of Commitment, or
- 10 f. Article VIII, Divorce and Remarriage, or
- 11 g. Article IX, Church Property and Titles

12 2. Once reviewed by the Executive Committee of the Council of Bishops, the proposed
13 amendment shall be submitted for approval to the Council of Bishops. Such amendment
14 must be approved by a two-thirds majority of the Council of Bishops.

15 3. Once approved by the Council of Bishops, the proposed amendment shall be submitted
16 for approval at the next General Conference. Such amendment must be approved by a
17 two-thirds majority of the votes cast at a duly convened General Conference Session.
18 Once approved by a two-thirds vote of the General Conference, the amendment shall
19 become effective.

1 International Pentecostal Holiness Church

2 Bylaws

Please note that the pronouns *he*, *his*, and *him* and the
Suffice – *man* as used throughout this document are
Intended in a generic, not a gender-specific, sense.

Article I. Organizational Structure – General Level

A. Overview

1. The purposes of the General Conference shall include worship, fellowship, selection of leaders, casting of vision, adopting policies, enacting legislation, receiving training, and conducting other activities in support of the mission/vision of the International Pentecostal Holiness Church to fulfill the Great Commission.
2. The dates and location of General Conference shall be determined by the Council of Bishops in session. A General Conference shall be held every four years.
3. The agenda for the General Conference shall be prepared by the Executive Committee of the Council of Bishops to be presented to the General Conference for adoption.
4. Legislation adopted by a General Conference shall be binding on all entities on all levels of the International Pentecostal Holiness Church until the succeeding General Conference. An exception shall be that an emergency change to the Bylaws shall be submitted by the ~~Council of Bishops to each Conference Executive Council and approved by two thirds of all Conference Executive Council members voting in all Conferences.~~
Executive Committee of the Council of Bishops to the Council of Bishops and approved by a two-thirds vote of the Council of Bishops in session.
5. General Conference shall have the sole right to adopt legislation determining the qualifications for membership in the International Pentecostal Holiness Church.
6. All committee reports and other materials prepared for General Conference will be translated into Spanish and made available no less than one month prior to General Conference to allow for the full participation of Spanish-speaking delegates.

B. Membership of General Conference

1. The General Conference voting membership shall be composed of the following International Pentecostal Holiness Church delegates:
 - a. Members of the Council of Bishops and spouses
 - b. Former General Executives and spouses
 - c. Senior Pastors and spouses
 - d. Military Chaplains and spouses
 - e. Ordained Clergy (active or retired) and spouses
 - f. Licensed Clergy (active or retired) and spouses
 - g. Voting members of all General-level and Conference-level councils and boards and spouses
 - h. Members of General Conference Committees
 - i. Missionaries and delegates from foreign countries certified by the World Missions Ministries Division Council based on criteria approved by the Executive Committee of the Council of Bishops
 - j. Representatives of other fellowships/organizations certified by the General Superintendent
 - k. Church delegates to the General Conference based on the following policies:
 - 1) Only Member Churches that comply with the Church Tithe are allowed to send church delegates to a General Conference.

- 1 2) The number of delegates a church is allowed to send to General
2 Conference is based on the church's composite number. Member churches
3 may send one delegate per ~~100~~ 50 composite number or major fraction
4 thereof. A member church with ~~100~~ 50 members or fewer will qualify to
5 send one delegate.

6 The composite number is the average of:

- 7 a) Church membership at the end of the most recent calendar year (For
8 the purpose of calculating a church's composite number, the church
9 membership shall not exceed 200 percent (200%) of the primary
10 worship service[s] annual average attendance.)
11 b) Primary worship service(s) annual average attendance

- 12 2. Except for purposes of paragraphs i. and j. above, all delegates to the General
13 Conference must be active members of the International Pentecostal Holiness Church.
14 3. Except as indicated in paragraphs i. and j. above, all delegates to the General
15 Conference shall be certified by their respective Conference Executive Councils.

16 **C. General Conference Committees**

- 17 1. The standing committees of the General Conference shall be
18 a. Delegate Certification Committee
19 b. Decorum Committee
20 c. Bylaws Committee

2. At least one year prior to General Conference, the Executive Committee of the Council of Bishops shall recommend and the Council of Bishops shall approve the membership of the Delegate Certification and Decorum Committees.

3. Delegate Certification Committee

a. The purpose of the Delegate Certification Committee shall be to review and approve the list of certified delegates.

b. The Delegate Certification Committee shall consist of three members of the Council of Bishops, one of whom shall be designated as chairman.

c. If the Delegate Certification Committee becomes aware of certification errors or irregularities, either by review or notification, the Committee shall investigate the matter and make a determination regarding the validity of the certification in question.

d. A determination of the Delegate Certification Committee may be appealed in writing to the Council of Bishops. The decision of the Council of Bishops, in session, shall be final.

4. Decorum Committee

a. The purpose of the Decorum Committee shall be to propose the rules of decorum for the General Conference.

b. The Decorum Committee shall consist of a chairman and four (4) members at large.

5. Bylaws Committee

a. The purpose of the Bylaws Committee shall be to review the Bylaws for any

necessary amendments and to consider proposed amendments submitted to the committee in writing.

b. All resolutions from the floor must bear the signatures of a number of delegates equal to the number of members of the Bylaws Committee.

c. The Bylaws Committee shall consist of:

1) A chairman

2) Five (5) members of the Council of Bishops

3) Three (3) Senior Pastors

4) Three (3) laypersons

5) Three (3) members at large (Members at large shall not be Council of Bishops members.)

d. At least two years prior to General Conference, the Executive Committee of the Council of Bishops shall recommend and the Council of Bishops shall approve the membership of the Bylaws Committee.

e. When feasible, continuity between successive Bylaws Committees shall be facilitated by reappointing less than a majority of the members of one Bylaws Committee to the next Bylaws Committee.

6. Other Committee Provisions

a. Clergy and lay membership on a General Conference committee will be allowed based on compliance with the financial guidelines. Only lay members who meet

the qualifications to serve as members of a Local Church Administrative Council shall be eligible to serve on General Conference committees.

b. No person shall serve on more than one General Conference committee at a time.

c. Other General Conference committees may be appointed at the discretion of the Council of Bishops in session.

d. The contact information of all General Conference committee members shall be sent to:

- 1) Members of the Council of Bishops
- 2) Former General Superintendents
- 3) Ordained Clergy
- 4) Licensed Clergy
- 5) Senior Pastors
- 6) Members of all General-level and Conference-level councils and boards
- 7) Missionaries

D. Council of Bishops

1. When the General Conference is not in session, the Council of Bishops shall be the most authoritative council, board, or committee in the organizational structure. Its function shall be that of a board of directors. As such, it shall be the primary policy-making body between sessions of the General Conference.

- 1 2. The Council of Bishops shall consist of the following members:
 - 2 a. All members of the Executive Committee of the Council of Bishops
 - 3 b. All Conference Superintendents. Conference Superintendent members are
4 required to attend Council of Bishops sessions, Their respective conferences
5 shall provide the financial resources to enable their attendance.
 - 6 c. The General Superintendent of the Pentecostal Holiness Church of Canada
- 7 3. The Council of Bishops shall be chaired by the General Superintendent.
- 8 4. The agenda for meetings of the Council of Bishops shall be prepared by the Executive
9 Committee. Any member of the Council of Bishops may submit items for inclusion on the
10 agenda by forwarding such items to a member of the Executive Committee at least two
11 weeks in advance of the meeting.
- 12 5. The Authority and Duties of the Council of Bishops
 - 13 a. The Council of Bishops shall have at least three regular meetings per calendar
14 year. The General Superintendent or the Council of Bishops may schedule
15 additional called meetings as necessary.
 - 16 b. In addition to addressing recommendations of the Executive Committee of the
17 Council of Bishops, the Council of Bishops shall have the authority to initiate
18 and approve action and policy originating with the Council of Bishops in session.
 - 19 c. When being asked to consider recommendations, establish policy, or take
20 other action, members of the Council of Bishops shall have access to any
21 available information the Council believes is necessary to consider properly
22 the matter before it.

- d. When considering an issue related to a particular ministry, department, or other entity, the leader and/or other representatives of that ministry, department, or other entity shall be asked to be present in order to answer questions or provide data and other information related to the issue being addressed.
- e. The Council of Bishops, in session, shall review and/or consider for approval the following:
- 1) The minutes of Council of Bishops meetings
 - 2) Written division ministries reports of the members of the Executive Committee of the Council of Bishops
 - 3) Recommendations contained in the minutes of the Executive Committee of the Council of Bishops meetings
 - 4) Recommendations contained in the minutes of Finance Committee meetings
 - 5) Recommendations contained in the minutes of Division Ministry Council meetings
 - 6) Global Ministry Center budgets
 - 7) Other items as presented
- f. The Council of Bishops, in session, shall have the authority to establish task forces, study commissions, and other such groups to study particular issues and make recommendations and/or present position statements to be approved by the Council of Bishops, in session, and/or forwarded to others for appropriate action.
- g. The Council of Bishops, in session, shall have the authority, upon the advice of

1 legal counsel and by two-thirds majority vote, to adjust the wording of the
2 Constitution and/or Bylaws to protect the assets and interests of the International
3 Pentecostal Holiness Church.

4 1) For final approval, any adjustments to the Constitution shall be subject to
5 the provisions regarding conference approval in Constitution, Article X,
6 Part A, Section 4.

7 2) For final approval, any adjustments to the Bylaws shall be subject to the
8 provisions of Bylaws, Article I, Part A, Section 4.

9 h. The Council of Bishops shall establish the corporate structure of the IPHC
10 Financial Services.

11 i. ~~The Council of Bishops shall provide for and maintain an online database of briefs~~
12 ~~of legal cases and court rulings affecting the International Pentecostal Holiness~~
13 ~~Church. This limited access database shall serve as a resource for Conferences~~
14 ~~and churches facing legal action.~~ The Council of Bishop shall be provided briefs
15 of legal cases annually.

16 j. If it becomes necessary or beneficial to create, transfer, or discontinue a
17 ministry/department between sessions of General Conference, the Executive
18 Committee of the Council of Bishops shall present the recommendation to the
19 Council of Bishops in session. After consultation with the Finance Committee, a
20 two-thirds majority vote of the Council of Bishops, in session, shall be required for
21 approval.

22 k. The Council of Bishops, in session, shall consider for approval the Chief
23 Executive Officer of Falcon Children's Home recommended by the Falcon

1 Children's Home Board and the Executive Committee of the Council of Bishops.

2 l. The Council of Bishops, in session, shall determine the date and location of
3 General Conference.

4 m. The Council of Bishops, in session, shall address appeals regarding
5 determinations of the General Conference Delegate Certification Committee.

6 Such appeals shall be submitted in writing to the Council of Bishops

7 The decision of the Council of Bishops, in session, shall be final.

8 n. The Council of Bishops shall serve as the board of trustees for all real property of
9 the International Pentecostal Holiness Church, Inc. Real property shall be
10 acquired or disposed of only after approval of two-thirds of the Council of
11 Bishops in session.

12 o. The Council of Bishops of the International Pentecostal Holiness Church, Inc.,
13 shall permit the General Church's premises or real properties to be used for
14 weddings, receptions, and anniversaries (and other gatherings related to
15 weddings, receptions, and anniversaries) that celebrate a marriage or blessing
16 only if the union is between one man and one woman.

17 p. The Council of Bishops, in session, shall establish the requirements and
18 qualifications that must be met for all clergy credentials. Evaluating ordination
19 and license candidates and issuing clergy credentials is a function reserved
20 for Conferences.

21 q. When General Conference is not in session, the ruling of a presiding official

may be appealed to the Executive Committee of the Council of Bishops for review. The decision of the Executive Committee of the Council of Bishops may be appealed to the Council of Bishops for review. The decision of the Council of Bishops, in session, shall be final.

r. The Council of Bishops, in session, shall fill by election any vacancy on the Executive Committee of the Council of Bishops not filled by succession.

s. The Council of Bishops, in session, shall appoint the members of the Finance Committee of the Council of Bishops based on the procedures in Article V, Section A.

t. The Council of Bishops, in session, shall consider for appointment

1) The members of all General-level ~~Division~~ Ministry Councils recommended by the Executive Committee of the Council of Bishops.

2) The members of all General Conference committees recommended by the Executive Committee of the Council of Bishops

u. The Council of Bishops, in session, shall consider for approval

1) The appointment of the Chief Financial Officer recommended by the Executive and Finance Committees and shall have final authority to terminate the Chief Financial Officer

2) The creation of any new board or committee on the General level recommended by the Executive Committee of the Council of Bishops

v. Upon recommendation of the Executive Committee of the Council of Bishops, the Council of Bishops, in session, shall have the authority to establish new

Conferences. If the establishment of a new Conference includes the transfer of a church from one Conference to another, paragraph w. below shall apply.

w. The Council of Bishops, in session, shall have the authority to transfer a church from one Conference to another according to the following process:

1) The transfer must be approved by a majority vote of each Conference Executive Council involved.

2) The transfer must be approved by a two-thirds majority vote of the local church in a duly convened business session.

x. If any organization including a network or group of churches desires to be a part of the International Pentecostal Holiness Church at the General level, the Executive Committee shall have the authority to negotiate an agreement with the organization that establishes the provisions under which the organization will be a part of the International Pentecostal Holiness Church. Such agreement shall be subject to the final approval of the Council of Bishops in session.

y. The Council of Bishops, in session, shall ~~establish and~~ enforce a program of financial accountability for Conferences ~~and Local Churches~~.

z. The Council of Bishops, in session, shall develop policies and procedures for addressing plateaued or significantly declining Conferences. Such policies and procedures shall require a two-thirds majority vote of the Council of Bishops, in session, for approval.

~~z. The Council of Bishops shall develop guidelines for Conference Executive Councils to follow in establishing their restoration programs.~~

- 1 aa. The Council of Bishops, in session, shall adopt language to be included in the
- 2 articles of incorporation and bylaws of Member Churches acknowledging their
- 3 relationship with the International Pentecostal Holiness Church.

4 **E. Executive Committee of the Council of Bishops**

- 5 1. The Executive Committee of the Council of Bishops (hereinafter referred to in the Bylaws
- 6 as “Executive Committee”) exists to carry out the executive and administrative functions
- 7 of the International Pentecostal Holiness Church. The Executive Committee executes,
- 8 implements, and administers policies established by the General Conference and the
- 9 Council of Bishops. The Council of Bishops, in session, may grant or delegate additional
- 10 authority to the Executive Committee, except for the authorities and powers reserved in
- 11 these Bylaws for the General Conference or the Council of Bishops.

- 12 2. The Executive Committee shall consist of the following members:

- 13 a. General Superintendent, chairman
- 14 b. Executive Director of Discipleship Ministries
- 15 c. Executive Director of Evangelism USA
- 16 d. Executive Director of World Missions Ministries

- 17 3. Method of Selection

- 18 a. All members of the Executive Committee shall be elected by the General
- 19 Conference for four-year terms. Elections will be by majority vote.
- 20 b. Election of members of the Executive Committee shall be in the order listed
- 21 above ~~(Executive Directors in alphabetical order)~~. If a vacancy is known prior
- 22 to General Conference, that vacated office will be voted on first and the remaining

Executive Director positions will be elected in alphabetical order.

c. No Executive Committee member shall serve more than ~~two~~ three consecutive terms in any one office.

1) An exception shall be that the General Conference may consider for nomination any Executive Committee member who is at the conclusion of ~~two~~ three or more consecutive terms in the same office. A separate motion requiring a two-thirds majority ballot vote to pass may be offered to allow each such member to be nominated along with others for that same office. The election will be by majority vote.

2) In the event a person fills the unexpired term of an Executive Committee member, it shall not prohibit that person from serving ~~two~~ three full terms in that office if elected.

d. A vacancy in the office of General Superintendent shall be declared by the Council of Bishops, in session, and filled by the Vice Chairman of the Executive Committee.

e. A vacancy in any Executive Director office shall be declared and the replacement shall be elected by the Council of Bishops in session.

f. A vacancy in the office of Vice Chairman of the Executive Committee shall be declared by the Council of Bishops, in session, and filled by the Corporate Secretary.

g. A vacancy in the office of Corporate Secretary shall be declared by the Council of Bishops, in session, and filled by the Corporate Treasurer.

- h. A vacancy in the office of Corporate Treasurer shall be declared by the Council of Bishops, in session, and filled by the newly-selected Executive Director.

4. Vice Chairman, Corporate Secretary, and Corporate Treasurer

- a. Following the election of the Executive Committee, the General Conference shall elect a Vice Chairman, Corporate Secretary, and Corporate Treasurer. The names of all three Executive Directors shall automatically be entered alphabetically by last name into nomination for these offices. The election shall be by ballot vote.

- b. The Executive Director receiving the highest number of votes shall be the Vice Chairman. The Executive Director receiving the next highest number of votes shall be the Corporate Secretary. The other Executive Director shall be the Corporate Treasurer.

c. Duties

- 1) The Vice Chairman shall preside over Executive Committee and Ministries Cabinet meetings in the absence of the General Superintendent. He shall assume the office of General Superintendent if a vacancy in that office is declared by the Council of Bishops, in session.
- 2) The Corporate Secretary shall perform the duties of a Corporate Secretary provided by the laws of the State of Oklahoma.
- 3) The Corporate Treasurer shall perform the duties of a Corporate Treasurer provided by the laws of the State of Oklahoma.

5. The Authority and Duties of the Executive Committee

1 a. The Executive Committee shall serve as the Ministry Council for General
2 Superintendent's Ministries.

3 b. The Executive Committee shall meet only at the call or with the permission of
4 the General Superintendent.

5 ~~c.~~ ~~a.~~ The Executive Committee shall promote and coordinate the programs and
6 ministries of the International Pentecostal Holiness Church.

7
8 ~~d.~~ ~~e.~~ The Executive Committee shall have at least four regular quarterly meetings per
9 calendar year. The General Superintendent may schedule additional called
10 meetings as necessary.

11 ~~e.~~ ~~d.~~ Minutes of all meetings of the Executive Committee shall be provided to the
12 members of the Council of Bishops.

13 ~~f.~~ ~~e.~~ The location, dates, duration, and theme of the General Conference shall be
14 recommended by the Executive Committee and approved by the Council of
15 Bishops in session. The agenda for the General Conference shall be prepared
16 by the Executive Committee to be presented to the General Conference for
17 adoption.

18 ~~g.~~ ~~f.~~ The Executive Committee shall recommend the members of General-level
19 councils and General Conference committees, subject to the approval of the
20 Council of Bishops in session. In recommending council and committee
21 members, the demographic makeup of the International Pentecostal Holiness
22 Church shall be considered.

h. g- The Executive Committee shall recommend the creation or dissolving of any ~~new~~ board or committee on the General level subject to the approval of the Council of Bishops in session.

i. h- The Executive Committee shall recommend the creation of any new Conference subject to the approval of the Council of Bishops in session.

j. i- The Executive Committee shall investigate allegations that reflect on the character of the members of the Council of Bishops and settle differences without a hearing, when possible. However, the Executive Committee is expected to report allegations of criminal abuse of a minor to the appropriate authority immediately.

k. j- The Executive Committee shall investigate differences between clergy and/or laymen of separate Conferences and settle differences without a hearing, when possible. However, the Executive Committee is expected to report allegations of criminal abuse of a minor to the appropriate authority immediately.

l. k- The Executive Committee, through the General Superintendent, or his appointee, shall be authorized, with cause, to examine the financial records, policies, and procedures of a Conference. Cause shall include but not be limited to:

- 1) The discovery of inconsistent reports, the lack of reports, or other evidence of potential financial irregularities
- 2) A credible accusation of financial irregularity
- 3) A lack of appropriate internal controls
- 4) A significant decline in Conference finances over a 12-month period or an irregular pattern in giving to the General Level

m. l- The Executive Committee has the authority to bring a Conference under its supervision and may function as the Conference Executive Council and, if

necessary, act as the trustees of any property owned by the Conference, if any of the following occurs:

- 1) The number of churches, number of clergy, or church membership declines by at least 25 percent (25%) in a 12-month period.
- 2) The Executive Committee determines that the Conference is operating out of compliance with significant provisions of the *International Pentecostal Holiness Church Manual*.

Before implementing this provision, the Executive Committee must give written notice to the Conference Executive Council and the Council of Bishops of the criteria being used and must allow 60 days for the Conference Executive Council to correct the criteria referenced. The initial period of supervision shall be 120 days and may be extended with the approval of the Council of Bishops. The intent of the actions taken shall be to stabilize the Conference and bring it into compliance as quickly as feasible.

~~n. m.~~ If the Executive Committee determines that a Conference is operating out of compliance with the *International Pentecostal Holiness Church Manual* to the extent that the Conference's property, financial condition, or existence is seriously threatened, the Executive Committee has the authority to immediately bring that Conference under its supervision, to function as the Conference Executive Council, and to act as the trustees of any property owned by the Conference. Such immediate supervision shall be for an initial period of 120 days and shall be effected by written notice to the Conference Executive Council and the Council of Bishops. Such notice need not allow for a period of correction. The supervision period may be extended past 120 days with the approval of the Council of Bishops. The intent of the actions taken shall be to stabilize the Conference and bring it into compliance as quickly as feasible.

o. n. The Executive Committee shall review the ruling of a presiding official if the ruling is appealed to the Executive Committee. The decision of the Executive Committee may be appealed to the Council of Bishops.

p. e. If any organization, including a network of churches desires to be a part of the International Pentecostal Holiness Church at the General level, the Executive Committee shall have the authority to negotiate an agreement with the organization that establishes the provisions under which the organization will be a part of the International Pentecostal Holiness Church. Such agreement shall be subject to the final approval of the Council of Bishops in session.

F. General Elected Officials

1. General Superintendent

a. Overview

1) The General Superintendent is the primary vision caster for the International Pentecostal Holiness Church. His spiritual leadership is reflected in the biblical ministries of apostles and bishops. His administrative functions are reflected in the contemporary language of chief executive officer.

2) The General Superintendent shall serve as the chairman of the Executive Committee.

3) The General Superintendent shall bear the title of Presiding Bishop while in office.

4) Former General Superintendents shall bear the honorary title of Bishop for life.

b. The Authority and Duties of the General Superintendent

- 1) The General Superintendent shall coordinate the ministries of the International Pentecostal Holiness Church through the Executive Committee, and the Council of Bishops.
- 2) The General Superintendent shall appoint all employees in ~~the~~ General Superintendent ~~Division~~ Ministries except the Chief Financial Officer. Director-level appointments shall be subject to approval by the Executive Committee.
- 3) The General Superintendent shall be consulted regarding the appointment of all Director-level appointments in the other ~~divisions~~ ministries of the Global Ministry Center.
- 4) The General Superintendent shall have the authority to make special assignments pertinent to the work and ministry of the International Pentecostal Holiness Church, in consultation with the Executive Committee and with the approval of the Council of Bishops in session.
- 5) The General Superintendent shall be amenable to the Council of Bishops. Accordingly, he shall give a written report at each regular meeting of the Council of Bishops.
- 6) The General Superintendent, or his appointee, shall be the chairman of the following:
 - a) General Conference
 - b) Council of Bishops
 - c) The Executive Committee
 - d) The World Pentecostal Holiness Fellowship
 - e) All councils, boards, and committees in ~~the~~ General Superintendent ~~Division~~ Ministries

- 1 7) The General Superintendent shall have the authority to counsel and advise
2 all General- level ministries.
- 3 8) The General Superintendent shall be responsible for establishing a
4 comprehensive Conference Superintendent Mentoring Program specific
5 to the culture, region, and size of the Conference.
- 6 9) The General Superintendent shall be responsible for establishing a
7 comprehensive Clergy Development Program. Such program shall include
8 clergy training, clergy care, and credentialing.
- 9 10) The General Superintendent shall be responsible for rulings of church
10 polity. Such rulings may be appealed to the Executive Committee.
- 11 11) The General Superintendent, or his appointee, shall preside over all
12 Conference sessions.
- 13 12) The General Superintendent, or his appointee, shall have the authority
14 to preside over ordination and licensing ceremonies and to sign and
15 present, on behalf of the Conference, ordination certificates and licenses.
16 (Evaluating ordination and license candidates and issuing clergy
17 credentials is a function reserved for Conferences.)
- 18 13) In the event that charges are brought against a Conference
19 Superintendent, the General Superintendent, or his appointee, shall serve
20 as chairman of the Conference Executive Council until the Council of
21 Bishops makes proper disposition of the charges.
- 22 14) The General Superintendent may transfer a clergy member from one
23 Conference to another with the consent of the member and the Conference

1 Superintendents involved. A copy of the clergy member's personnel file
2 shall accompany the transfer documents.

3 15) The date of each Quadrennial and Annual Conference Session shall be
4 determined by the Conference Executive Council in consultation with the
5 General Superintendent.

6 16) The General Superintendent, or his appointee, shall serve as the liaison
7 between the International Pentecostal Holiness Church and other
8 denominations and fellowships.

9 17) When needs for United States personnel arise among overseas affiliates,
10 the General Superintendent shall work with the Executive Director of World
11 Missions Ministries toward supplying those needs.

12 2. Executive Director of Discipleship Ministries

13 a. Overview

14 1) The Executive Director of Discipleship Ministries shall serve as the
15 full-time elected leader of the Discipleship Ministries Division and as
16 chairman of the Discipleship Ministries Division Council.

17 2) The Executive Director of Discipleship Ministries shall serve as a member
18 of the Executive Committee.

19 3) The Executive Director of Discipleship Ministries shall have the honorary
20 title of Bishop while in office.

21 b. The Authority and Duties of the Executive Director of Discipleship Ministries

- 1) The Executive Director of Discipleship Ministries shall be amenable to the General Superintendent and to the Council of Bishops. Accordingly, he give a written ~~division~~ ministry report at each regular meeting of the Council of Bishops.
- 2) As the chairman of the Discipleship Ministries ~~Division~~ Council, the Executive Director of Discipleship Ministries shall review the agenda of each ~~Division~~ Council meeting with the General Superintendent prior to the meeting.
- 3) Minutes of all ~~Division~~ Ministry Council meetings shall be provided in a timely manner to the members of the Council of Bishops.
- 4) The Executive Director of Discipleship Ministries shall appoint all employees in ~~the~~ Discipleship Ministries ~~Division~~. Director-level appointments shall be in consultation with the General Superintendent and shall be subject to the approval of the Discipleship Ministries ~~Division~~ Council.
- 5) The Executive Director of Discipleship Ministries shall have the authority to preside over ordination and licensing ceremonies and to sign and present, on behalf of the Conference, ordination certificates and licenses as directed by the General Superintendent. (Evaluating ordination and license candidates and issuing clergy credentials is a function reserved for Conferences.)
- 6) The Executive Director of Discipleship Ministries, or his appointee, shall serve as the chairman of all boards and committees in ~~the~~ Discipleship Ministries, ~~Division~~ except the Men's Ministries Board and the Women's

Ministries Board. He shall have access to the Men's Ministries Board and the Women's Ministries Board at his discretion.

7) The Executive Director of Discipleship Ministries shall perform other duties as assigned by the General Superintendent and the Council of Bishops.

8) The Executive Director of Discipleship Ministries shall ~~consult with the Executive Committee and the board of trustees of any institution of~~ serve as the designated liaison officer to entities of higher education and benevolence. ~~that is considering the selection of the institution's president~~

a) He shall consult with the Executive Committee and board of trustees of any institution of higher education or benevolent institution that is considering the selection of the institution's president. Presidents-elect of higher education institutions and chief executive officers elect of benevolent institutions shall be ratified by a two-thirds vote of the Council of Bishops in session.

b) He is an ex-officio full-voting member of the Executive Committee (or equivalent) of the entity's governing board.

~~9)~~ c) The Executive Director of Discipleship Ministries shall consult with the Executive Committee and the board of trustees of any benevolent institution that is considering the selection of the institution's chief executive officer.

3. Executive Director of Evangelism USA Ministries

a. Overview

1) The Executive Director of Evangelism USA Ministries shall serve as the full-time elected leader of ~~the~~ Evangelism USA Ministries ~~Division~~ and as chairman of the Evangelism USA Ministries ~~Division~~ Council.

2) The Executive Director of Evangelism USA Ministries shall serve as a member of the Executive Committee.

3) The Executive Director of Evangelism USA Ministries shall have the honorary title of Bishop while in office.

b. The Authority and Duties of the Executive Director of Evangelism USA Ministries

1) The Executive Director of Evangelism USA Ministries shall be amenable to the General Superintendent and to the Council of Bishops. Accordingly, he shall give a written ~~division~~ ministry report at each regular meeting of the Council of Bishops.

2) As the chairman of the Evangelism USA Ministries ~~Division~~ Council, the Executive Director of Evangelism USA Ministries shall review the agenda of each ~~Division~~ Council meeting with the General Superintendent prior to the meeting.

3) Minutes of all ~~Division~~ Ministry Council meetings shall be provided in a timely manner to the members of the Council of Bishops.

4) The Executive Director of Evangelism USA Ministries shall appoint all employees in ~~the~~ Evangelism USA Ministries ~~Division~~. Director-level appointments shall be in consultation with the General Superintendent

1 and shall be subject to the approval of the Evangelism USA Ministries
2 ~~Division~~ Council.

3 5) The Executive Director of Evangelism USA Ministries shall have the
4 authority to preside over ordination and licensing ceremonies and to
5 sign and present, on behalf of the Conference, ordination certificates
6 and licenses as directed by the General Superintendent. (Evaluating
7 ordination and license candidates and issuing clergy credentials is a
8 function reserved for Conferences.)

9 6) The Executive Director of Evangelism USA Ministries, or his appointee,
10 shall serve as the chairman of all boards and committees in ~~the~~
11 Evangelism USA Ministries ~~Division~~.

12 7) The Executive Director of Evangelism USA shall be responsible for the
13 development and supervision of all EVUSA Districts of the Acts2Day
14 Conference.

15 8) When applying other provisions of these Bylaws to churches in the
16 Acts2Day Conference, the Executive Director of Evangelism USA shall be
17 the Conference Superintendent, and the Evangelism USA Ministries
18 ~~Division~~ Council shall be the Conference Executive Council.

19 9) The Executive Director of Evangelism USA Ministries shall perform
20 other duties as assigned by the General Superintendent and the Council
21 of Bishops.

22 4. Executive Director of World Missions Ministries

a. Overview

- 1) The Executive Director of World Missions Ministries shall serve as the full-time elected leader of ~~the~~ World Missions Ministries ~~Division~~ and as chairman of the World Missions Ministries ~~Division~~ Council.
- 2) The Executive Director of World Missions Ministries shall serve as a member of the Executive Committee.
- 3) The Executive Director of World Missions Ministries shall have the honorary title of Bishop, while in office.

b. The Authority and Duties of the Executive Director of World Missions Ministries

- 1) The Executive Director of World Missions Ministries shall be amenable to the General Superintendent and to the Council of Bishops. Accordingly, he shall give a written ~~division~~ ministry report at each regular of the Council of Bishops.
- 2) As the chairman of the World Missions Ministries ~~Division~~ Council, the Executive Director of World Missions Ministries shall review the agenda of each ~~Division~~ Council meeting with the General Superintendent prior to the meeting.
- 3) Minutes of all ~~Division~~ Ministry Council meetings shall be provided in a timely manner to the members of the Council of Bishops.
- 4) The Executive Director of World Missions Ministries shall appoint all employees in ~~the~~ World Missions Ministries ~~Division~~. Director-level

1 appointments shall be in consultation with the General Superintendent
2 ~~Division~~ Council.

3 5) The Executive Director of World Missions Ministries shall have the
4 authority to preside over ordination and licensing ceremonies and to sign
5 and present, on behalf of the Conference, ordination certificates and
6 licenses as directed by the General Superintendent. (Evaluating
7 ordination and license candidates and issuing clergy credentials is a
8 function reserved for Conferences.)

9 6) The Executive Director of World Missions Ministries shall have the
10 authority to preside over missionary commissioning ceremonies
11 and to sign and present commissioning certificates and licenses.
12 (Evaluating missionary candidates and issuing commissioning
13 certificates is a function reserved for the World Missions Ministries
14 ~~Division~~ Council.)

15 7) The Executive Director of World Missions Ministries, or his appointee,
16 shall serve as the chairman of all boards and committees in ~~the~~ World
17 Missions Ministries ~~Division~~.

18 8) The Executive Director of World Missions Ministries shall perform other
19 duties as assigned by the General Superintendent and the Council of
20 Bishops.

21 G. Global Ministry Center

22 1. Overview

23 a. The Global Ministry Center exists to serve and resource the Conferences,

churches, pastors, members, and other ministries of the International Pentecostal

Holiness Church by:

- 1) Coordinating the worldwide mission/vision and ministry of the International Pentecostal Holiness Church
- 2) Developing resources for ministry in English and in Spanish
- 3) Providing training and consultation
- 4) Empowering and assisting Conference and local church leadership
- 5) Representing the International Pentecostal Holiness Church to other church organizations
- 6) Communicating prophetic vision to the International Pentecostal Holiness Church

b. Clergy and lay membership on all councils, boards, and committees on the General level shall be allowed, based on compliance with the financial guidelines. Only lay members who meet the qualifications to serve as members of a Local Church Administrative Council shall be eligible to serve on General-level councils, boards, and committees.

c. Global Ministry Center employee positions are classified ~~as follows,~~ by the *Finance Committee Policies and Procedures* regardless of whether the positions are full-time or part-time:

- 1) Elected Officials – The General Superintendent and Executive Directors

1 elected by the General Conference

2 2) Directors – Assistant Executive Directors, Ministry Directors, Department
3 Heads, and specialists

4 3) Staff – Executive Assistants, Administrative Assistants, other staff

5 d. The Global Ministry Center shall consist of the ~~divisions~~ ministries listed in
6 sections 2 through 5 below, each led by an elected General Conference official
7 and governed operationally by a ~~division~~ ministry council.

8 2. General Superintendent ~~Division~~ Ministries

9 a. Except for ~~the~~ General Superintendent ~~Division~~ Ministries, the administrative
10 operations and procedures of each ministry in the Global Ministry Center
11 ~~division are~~ is governed by a ~~division~~ ministry council. The administrative
12 operations and procedures of ~~the~~ General Superintendent ~~Division~~ Ministries
13 shall be governed by the Executive Committee of the Council of Bishops,
14 which shall function as the ~~division~~ council for ~~the~~ General Superintendent
15 ~~Division~~ Ministries.

16 b. ~~The~~ General Superintendent ~~Division~~ Ministries of the Global Ministry Center
17 shall be responsible for the service departments (such as Accounting, Human
18 Resources, etc.), which provide services to the other ~~divisions~~ ministries of the
19 Global Ministry Center. Accordingly, ~~the~~ General Superintendent ~~Division~~
20 Ministries shall consist of the following departments, ministries, and functions:

21 1) Administrative Services

22 a) Administrative Services includes the following functional areas:

- 1] Accounting Services
- 2] Human Resources
- 3] Network Services
- 4] Operations Management

b) Administrative Services shall be directed by the Chief Financial Officer (CFO)

1] The CFO shall be recommended by the Executive Committee and the Finance Committee and approved by the Council of Bishops in session. The CFO can be terminated only with the approval of the Council of Bishops in session.

2] The CFO shall be amenable to the Council of Bishops through both the Finance Committee and the Executive Committee. Accordingly, he shall report at each regular meeting of the Finance Committee and each regular meeting of the Executive Committee.

3] The job description of the CFO shall be developed by the Executive Committee in consultation with the Chairman of the Finance Committee. Notwithstanding the duties listed in the job description, the CFO shall have the following authority and duties:

a] The CFO shall be responsible for seeing that all financial transactions are properly recorded in

1 accordance with generally accepted accounting
2 principles (GAAP) and all applicable federal and
3 state laws.

4 b] The CFO shall be responsible for establishing and
5 maintaining an effective system of internal control
6 in consultation with the Executive Committee and
7 the Finance Committee.

8 c] In consultation with and subject to the approval of
9 the Executive Committee and the Finance
10 Committee, the CFO shall develop an Accounting
11 Policies and Procedures Section to be included
12 in the *Finance Committee Policies and Procedures*
13 *Manual* adopted by Council of Bishops in session.

14 d] The CFO shall be responsible for the preparation
15 and presentation of financial statements in
16 accordance with GAAP. Further, he shall
17 cooperate fully with the external auditors in the
18 auditing of the financial statements.

19 e] The CFO shall be responsible for the preparation
20 of monthly interim financial statements and other
21 reports, which shall be provided to the Financial
22 Committee, the Council of Bishops, and Global
23 Ministry Center departments.

f] The CFO shall report any material financial irregularities to the General Superintendent and the Finance Committee Chairman.

g] The CFO shall be responsible for making sure that IPHC, Inc., has appropriate and adequate property, financial, and liability insurance coverage.

2) Archives

3) Clergy Development

a) Clergy Development shall include the following functions:

1] Clergy Support, Care, and Restoration

2] Clergy Credentials and Training, including Ministerial Credentials Program (MCP) and Schools of Ministry

b) Clergy Development shall be directed by a full-time Director of Clergy Development. The job description of the Director of Clergy Development shall be established by the Executive Committee. Notwithstanding the duties listed in the job description, the Director of Clergy Development shall have the following authority and duties:

1] The Director of Clergy Development shall develop, in consultation with the General Superintendent, clergy credentialing policies and procedures including provisions for Schools of Ministry and MCP. Such policies

and procedures shall be subject to the consideration and final approval of the Council of Bishops in session.

2] Representatives from Higher Education Schools of Ministries, Clergy Credentials (Conference Superintendents), Schools of Ministry, ~~and Instituto Nacional de Entrenamiento~~ and INCaM National Training Institute for Hispanic leaders), shall be assembled to form a Clergy Training Coordinating Committee, which shall be chaired by the Director of Clergy Development.

3] The Director of Clergy Development shall provide training to Conferences in developing support networks for clergy.

4] The Director of Clergy Development shall review and recommend resources for Conferences to use in training, counseling, supporting, and restoring clergy.

5] The Director of Clergy Development shall be responsible for developing a standard list of questions, approved by the Council of Bishops, in session, to be used by Conference Credentials Committees in interviews with candidates for clergy credentials.

c) The Director of Clergy Development shall assist in developing, encouraging, supporting, training, and empowering clergy to fulfill their destiny in ministry.

d) e) The Director of Clergy Development shall be responsible for

1 coordinating the prayer ministries of the International Pentecostal
2 Holiness Church.

3 4) Communication Services

4 a) Communication Services includes the following functional areas:

5 1] Printing

6 2] Public Relations/Publications

7 3] Video

8 4] Website/Internet

9 5] Translation

10 b) Communication Services shall collaborate with Hispanic
11 Ministries and other departments to prioritize materials and
12 resources translated into Spanish.

13 c) Communication Services shall be directed by the Director of
14 Communication Services (DCS). The job description of the DCS
15 shall be established by the Executive Committee.

16 5) IPHC Financial Services

17 IPHC Financial Services includes services of a financial nature that are
18 offered to the constituents of the International Pentecostal Holiness
19 Church, including, but not limited to, the IPH Foundation and the IPHC
20 Extension Loan Fund. The specific corporate structure of IPHC
21 Financial Services shall be determined by the Council of Bishops in
22 consultation with general counsel.

23 6) Superintendent and Conference Development

1 7) World Pentecostal Holiness Fellowship

2 The World Pentecostal Holiness Fellowship is a separate entity
3 Accordingly, the structure and governance of the WPHF are determined
4 by its constitution and bylaws.

5 3. Discipleship Ministries ~~Division~~

6 a. ~~The~~ Discipleship Ministries ~~Division~~ shall be governed by the Discipleship
7 Ministries ~~Division~~ Council.

8 1) The Discipleship Ministries ~~Division~~ Council shall consist of the following
9 members:

10 a) Executive Director of Discipleship Ministries, chairman

11 b) One (1) member of the Council of Bishops

12 c) One (1) Senior Pastor

13 d) Two (2) laypersons

14 e) Three (3) to five (5) members at large

15 f) The full-time GMC Department Heads in ~~the~~ Discipleship
16 Ministries ~~Division~~ shall have seat and voice on the Discipleship
17 Ministries ~~Division~~ Council. Part-time department heads in ~~the~~
18 Discipleship Ministries ~~Division~~ may be granted seat and voice at
19 the discretion of the Executive Director.

20 2) The members of the Discipleship Ministries ~~Division~~ Council, other than
21 the chairman, shall be recommended by the Executive Director of
22 Discipleship Ministries in consultation with the Executive Committee

and approved by the Council of Bishops in session. The members of the Discipleship Ministries ~~Division~~ Council, other than the chairman, shall serve until a new Council is appointed. An exception shall be that members of the Discipleship Ministries ~~Division~~ Council who were appointed because they were members of the Council of Bishops at the time of their appointment shall serve on the Discipleship Ministries ~~Division~~ Council only as long as they are members of the Council of Bishops. See Article V, Part E, Section 4, for qualifications.

3) The Authority and Duties of the Discipleship Ministries ~~Division~~ Council

a) The Discipleship Ministries ~~Division~~ Council shall govern and direct the ministries and departments of ~~the~~ Discipleship Ministries ~~Division~~.

b) The Discipleship Ministries Council shall have the authority to create new departments and ministries or to make changes to current departments and ministries upon recommendation by the Executive Director of Discipleship Ministries. This includes changes in titles and nomenclature of such departments and ministries.

c) b) The Discipleship Ministries ~~Division~~ Council shall approve the appointment of all Director-level employees in ~~the~~ Discipleship Ministries ~~Division~~ upon recommendation by the Executive Director of Discipleship Ministries and ratification by the Executive Committee of the Council of Bishops.

b. Spiritual formation should be a part of every department and ministry within Discipleship Ministries. Listed below are some of the expressions of spiritual

formation:

Systematic Bible Training

Mentorship

Small Groups

Stewardship Training

Worship

c. b. ~~The~~ Discipleship Ministries ~~Division~~ of the Global Ministry Center shall consist of the following departments and ministries:

1) Departments

a) ~~Adult Ministries (Senior Adult Ministries, Singles Ministries, Family Ministry)~~ Children's Ministries

1] Kid Min

2] Ministry to Boys

3] Ministry to Girls

b) Student Ministries

1] Ministry to Youth (Events such as Youth Quest)

2] Ministry to College Students

c) Adult Ministries

1] Ministry to Women

2] Ministry to Men

3] Ministry to Singles

4] Ministry to Seniors

b) ~~Children's Ministries~~

e) ~~Girls' Ministries~~

~~1] Girls' Ministries is the official ministry to girls of the International Pentecostal Holiness Church. The structure and governance of Girls' Ministries are determined by the Girls' Ministries Board and the policies and procedures of the program.~~

~~2] The members of the Girls' Ministries Board, other than the chairman, shall be recommended by the Executive Director of Discipleship Ministries Division Council. Each member of the Girls' Ministries Board shall be a member in good standing of an IPHC Member Church.~~

~~3] The Girls' Ministries Board shall consist of at least the following members:~~

~~a] Director of Girls' Ministries Chairman~~

~~b] One Conference GM Director~~

~~c] One Conference WM Director~~

~~d] Two members at large~~

~~e] The Director of Women's Ministries shall have seat and voice on the Girls' Ministries Board.~~

~~4] Girls' Ministries has a cooperative relationship with Women's Ministries.~~

d) ~~Men's Ministries~~

- 1 4] ~~Men's Ministries is governed by the Men's Ministries Board. Each~~
2 ~~member of the Men's Ministries Board shall be an active member of~~
3 ~~a local IPHC Men's Ministries group and shall be a member in good~~
4 ~~standing of an IPHC Member Church.~~
- 5 2] ~~The members of the Men's Ministries Board, other than the~~
6 ~~chairman, shall be recommended by the Executive Director of~~
7 ~~Discipleship Ministries in consultation with the Director of Men's~~
8 ~~Ministries and approved by the Discipleship Ministries Division~~
9 ~~Council.~~
- 10 3] ~~The Men's Ministries Board shall consist of at least the following~~
11 ~~members:~~
 - 12 a] ~~Director of Men's Ministries, chairman~~
 - 13 b] ~~One (1) Senior Pastor~~
 - 14 c] ~~One (1) non-clergy member~~
 - 15 d] ~~Two (2) members at large~~
 - 16 e] ~~The Director of Royal Rangers shall have seat and voice~~
17 ~~on the Men's Ministries Board.~~
- 18 4] ~~Men's Ministries includes Disaster Relief USA (DRUSA) as a~~
19 ~~ministry/department.~~
- 20 5] ~~Men's Ministries has a cooperative relationship with Royal~~
21 ~~Rangers.~~

e) ~~Royal Rangers~~

~~1] Royal Rangers is the official boys' ministry of the International Pentecostal Holiness Church. The structure and governance of Royal Rangers are determined by the policies and procedures of the program. Each member of the Royal Rangers Board or its equivalent shall be a member in good standing of an IPHC Member Church.~~

~~2] The Director of Men's Ministries shall have seat and voice on the Royal Rangers Board or its equivalent.~~

~~3] Royal Rangers has a cooperative relationship with Men's Ministries.~~

f) ~~Stewardship Training~~

g) ~~Sunday School, Systematic Bible Study, Small Groups~~

h) ~~Women's Ministries~~

~~1] Women's Ministries is governed by the Women's Ministries Board and the structure, policies, and procedures of the organization. Each member of the Women's Ministries Board shall be an active member of a local IPHC Women's Ministries group and shall be a member in good standing of an IPHC Member Church.~~

~~2] The Director of Women's Ministries shall be recommended by the Executive Director of Discipleship Ministries in consultation with~~

~~the Women's Ministries Board and approved by the Discipleship
Ministries Division Council.~~

~~3] The Women's Ministries Board shall consist of the members as
determined by the General Women's Ministries Convention. The
Director of Girls' Ministries shall have seat and voice on the
Women's Ministries Board.~~

~~4] Women's Ministries has a cooperative relationship with Girls'
Ministries.~~

~~i] Worship/Creative Arts~~

~~j] Youth Ministries~~

2) Ministries

a) Loving H.A.N.D.S. Ministries (Special Needs Ministry)

b) Winter Youth Retreats

The above listed departments and ministries will function based on their organizational structure as
determined by the Discipleship Ministries Council or their Ministry Convention. See the *Discipleship
Ministries Resource Guide* for additional details.

~~d. e.~~ The Executive Director of Discipleship Ministries shall have a permanent
position on the Church Resources Division Administrative Committee (CRDAC)
and shall have authority over the content of church resources.

~~e. d.~~ The Executive Director of Discipleship Ministries shall serve as the Global
Ministry Center liaison officer to the following separately-incorporated

ministries of the International Pentecostal Holiness Church. As separately-incorporated entities, these ministries shall be governed and their leaders shall be selected as provided in their corporate bylaws. As the liaison officer to these ministries, the Executive Director of Discipleship Ministries shall have the authority to call meetings of the ministry chief executive officers for purposes of coordination and accountability, including, but not limited to, conflict over doctrinal issues and financial concerns.

1) Benevolent Institutions

a) Falcon Children's Home

b) The Children's Center

2) Higher Education

a) Advantage College

b) Emmanuel College

c) Southwestern Christian University

4. Evangelism USA Ministries ~~Division~~

a. ~~The~~ Evangelism USA Ministries ~~Division~~ shall be governed by the Evangelism USA Ministries ~~Division~~ Council.

1) The Evangelism USA Ministries ~~Division~~ Council shall consist of the following members:

a) Executive Director of Evangelism USA Ministries, chairman

b) One (1) member of the Council of Bishops

c) One (1) Senior Pastor

- 1 d) Two (2) laypersons
- 2 e) Three (3) to five (5) members at large
- 3 f) The full-time GMC Department Heads in ~~the~~ Evangelism USA
- 4 Ministries ~~Division~~ shall have seat and voice on the
- 5 Evangelism USA Ministries ~~Division~~ Council. Part-time
- 6 Department Heads in ~~the~~ Evangelism USA Ministries ~~Division~~
- 7 may be granted seat and voice at the discretion of the Executive
- 8 Director.

- 9 2) The members of the Evangelism USA Ministries ~~Division~~ Council, other
- 10 than the chairman, shall be recommended by the Executive Director of
- 11 Evangelism USA Ministries in consultation with the Executive Committee
- 12 and approved by the Council of Bishops in session. The members of the
- 13 Evangelism USA ~~Division~~ Ministries Council, other than the chairman,
- 14 shall serve until a new Council is appointed. An exception shall be that
- 15 members of the Evangelism USA ~~Division~~ Ministries Council who were
- 16 appointed because they were members of the Council of Bishops at the
- 17 time of their appointment shall serve on the Evangelism USA ~~Division~~
- 18 Ministries Council only as long as they are members of the Council
- 19 of Bishops. See Article V, Part E, Section 4, for qualifications.

- 20 3) The Authority and Duties of the Evangelism USA Ministries ~~Division~~
- 21 Council

- 22 a) The Evangelism USA Ministries ~~Division~~ Council shall govern and
- 23 direct the ministries/departments of the Evangelism USA Ministries

Division.

- b) The Evangelism USA ~~Division~~ Ministries Council shall have the authority to create new districts of the Acts2Day Conference from new groups of churches. If the establishment of a new district involves the transfer of a church from an existing Conference or district to the new district, the provisions of Article I, Section D, paragraph 5. w. shall apply.
- c) The Evangelism USA Ministries ~~Division~~ Council shall approve the appointment of all Director-level employees in ~~the~~ Evangelism USA ~~Division~~ upon recommendation by the Executive Director of Evangelism USA Ministries and ratification by the Executive Committee of the Council of Bishops.
- d) The Evangelism USA Ministries Council shall have the authority to create new departments and ministries or to make changes to current departments or ministries upon recommendation by the Executive Director of Evangelism Ministries. This includes changes in titles and nomenclature of such departments and ministries.

- b. ~~The~~ Evangelism USA Ministries ~~Division~~ of the Global Ministry Center shall consist of the following departments, ~~and~~ ministries, and Acts2Day Conference:

1) Departments

- a) Chaplains Ministries

Chaplains Ministries is governed by the Chaplains Ministries Board.

1] The Chaplains Ministries Board shall consist of at least the following members:

- a] Executive Director of Evangelism USA, or his appointee, chairman
- b] Director of Chaplains Ministries
- c] One (1) Senior Pastor
- d] One (1) full-time institutional chaplain
- e] Two (2) active-duty military chaplains
- f] One (1) member at large

2] The members of the Chaplains Ministries Board, other than the chairman and the Director of Chaplains Ministries, shall be recommended by the Executive Director of Evangelism USA in consultation with the Director of Chaplains Ministries approved by the Evangelism USA ~~Division~~ Ministries Council.

- b) Church Multiplication
- c) Church Next Level (Revitalization)
- d) Ethnic Ministry and Resource Development

The purpose of Ethnic Ministry and Resource Development is to provide targeted ministry to ethnic groups and to provide International Pentecostal Holiness Church resources in the language of the primary ethnic groups when feasible. If a particular resource is not available in the language of a particular ethnic group, that group is allowed to substitute comparable

resources available in their language.

1] African-American Ministries

2] Hispanic Ministries (including ~~INE~~ INCaM)

Hispanic Ministries shall collaborate with Communication Services and other departments to prioritize materials and resources translated into Spanish.

3] Filipino Ministries

4] Other Ethnic Ministries

e) ~~Acts2Day Conference~~ Mission: M25 Ministries

~~1] District Directors~~

~~2] Acts2Day Districts~~

~~f) Mission: M25 Ministries~~

2) Ministries: ~~Mercy Movement~~ Project J 29:11 (Human Trafficking)

3) Acts2Day Conference

a) District Directors

b) Acts2Day Districts

5. World Missions Ministries ~~Division~~

a. ~~The~~ World Missions Ministries ~~Division~~ shall be governed by the World Missions Ministries ~~Division~~ Council.

- 1) The World Missions Ministries ~~Division~~ Council shall consist of the following members:
 - a) Executive Director of World Missions Ministries, chairman
 - b) One (1) member of the Council of Bishops
 - c) One (1) Senior Pastor
 - d) Two (2) laypersons
 - e) Three (3) to five (5) members at large
 - f) The full-time GMC Department Heads in ~~the~~ World Missions Ministries ~~Division~~ shall have seat and voice on the World Missions Ministries ~~Division~~ Council. Part-time Department Heads in ~~the~~ World Missions Ministries ~~Division~~ may be granted seat and voice at the discretion of the Executive Director.
- 2) The members of the World Missions Ministries ~~Division~~ Council, other than the chairman, shall be recommended by the Executive Director of World Missions Ministries in consultation with the Executive Committee and approved by the Council of Bishops in session. The members of the World Missions Ministries ~~Division~~ Council, other than the chairman, shall serve until a new Council is appointed. An exception shall be that members of the World Missions Ministries ~~Division~~ Council who were appointed because they were members of the Council of Bishops at the time of their appointment shall serve on the World Missions Ministries ~~Division~~ Council only as long as they are members of the Council of Bishops. See Article V., Part E, Section 4 for qualifications.
- 3) The Authority and Duties of the World Missions Ministries ~~Division~~ Council

- 1 a) The World Missions Ministries ~~Division~~ Council shall govern and
2 direct the ministries/departments of ~~the~~ World Missions Ministries
3 ~~Division~~.
- 4 b) The World Missions Ministries ~~Division~~ Council shall approve the
5 appointment of all Director-level employees in ~~the~~ World Missions
6 Ministries ~~Division~~ upon recommendation by the Executive Director
7 of World Missions Ministries and ratification by the Executive
8 Committee of the Council of Bishops.
- 9 c) The World Missions Ministries ~~Division~~ Council is authorized to
10 adapt/develop titles and nomenclature for ministry leadership
11 positions outside the United States.
- 12 d) The World Missions Ministries Council shall have the authority
13 to create new departments and ministries or to make changes
14 to current departments and ministries upon recommendation
15 by the Executive Director of World Missions Ministries. This
16 includes changes in titles and nomenclature of such
17 departments or ministries.
- 18
19
20

b. ~~The~~ World Missions Ministries ~~Division~~ of the Global Ministry Center shall consist of the following departments and ministries:

1) Departments

- a) Coffee House Ministry
- b) Financial Services
- c) Global Outreach
- d) Missions Services
- e) People to People
- f) TEAMS
- g) The Awakening

2) Ministries

- a) Hope4Sudan
- b) Operation Teaching Tools

Article II. Organizational Structure – Conferences

(The pronouns *he*, *his*, and *him* and the suffix – *man* as used throughout this document are intended in a generic, not a gender-specific, sense.)

A. Overview

1. The Conference is the mid-level organizational unit of the International Pentecostal Holiness Church.
2. A Conference will consist of any or all of the following components:
 - a. A Conference Ministry Center as its central office
 - b. Elected/appointed leaders and staff
 - c. Credentialed clergy
 - d. Member Churches
 - e. Networks of churches (groups of Member Churches that have a cooperative relationship with one another in addition to their membership in the Conference)
 - f. Other ministry organizations
3. A Conference will exist to:
 - a. Cast and communicate vision
 - b. Promote the ministries and programs of the International Pentecostal Holiness Church
 - c. Train and credential clergy
 - d. Care for and restore clergy
 - e. Oversee and provide resources to churches
 - f. Provide resources to ministries/clergy

- g. Plant new churches
- h. Resolve conflicts involving churches and/or clergy
- i. Facilitate the financial guidelines of the International Pentecostal Holiness Church
- j. Assist the General level in establishing new Conferences

~~4. The Council of Bishops shall develop policies and procedures for addressing and assisting significantly declining Conferences. Such policies and procedures shall require a two-thirds majority vote of the Council of Bishops for approval.~~

~~5~~ 4. If any ministry organization (including a network of churches) desires to be a part of a Conference, the Conference Executive Council shall have the authority to enter into an agreement with the organization that establishes the provisions under which the organization will be a part of the Conference. Such agreement shall be developed in consultation with the Executive Committee and shall be subject to the final approval of the Council of Bishops in session.

~~6~~ 5. The Conferences of the International Pentecostal Holiness Church, Inc., shall permit Conference premises or real properties to be used for weddings, receptions, and anniversaries (and other gatherings related to weddings, receptions, and anniversaries) that celebrate a marriage or blessing only if the union is between one man and one woman.

B. Conferences

- 1. Conference Sessions
 - a. Overview

⁴⁹~~Under the provision of Bylaws Article I, Part A, Section 4, this subsection was adopted as an "emergency change to the Bylaws: by the Council of Bishops and presented to and approved by two-thirds of all voting Conference Executive Council members. It is effective November 15, 2013.~~

- 1) Every four years, the delegates of a Conference meet in a Quadrennial Conference Session to worship, fellowship, cast vision, select leaders, adopt policies, enact legislation, license and ordain clergy, receive training, and conduct other activities to further the ministry of the Conference.
- 2) In years in which a Quadrennial Conference Session is not held, the delegates of a Conference meet in an Annual Conference Session to worship, fellowship, license and ordain clergy, receive training, conduct any business necessary, and conduct other activities to further the ministry of the Conference.
- 3) The dates and location of Quadrennial and Annual Conference Sessions shall be determined by the Conference Executive Council in consultation with the General Superintendent.
- 4) The Conference Superintendent may, with the consent of the General Superintendent, convene a Called Conference Session of the Conference at any time.
- 5) Each Conference shall publish, in print or electronic form, the minutes of Conference Session.

b. Membership

- 1) Except for the Church Delegates in paragraph j. below, all delegates to Conference Sessions shall be certified by the Conference Executive Council as active members in good standing of the IPHC (see Constitution, Article II, Section B).

- 1 2) The voting membership of a Conference in any Quadrennial, Annual, or
2 Called Conference Session shall be composed of the following delegates
3 from that Conference:
- 4 a) Conference Superintendent and spouse
5 b) Conference Executive Council members and spouses
6 c) The members of all Conference board
7 d) Senior Pastors of Member Churches and spouses
8 e) Ordained clergy (active or retired) and spouses
9 f) Licensed clergy (active or retired)
10 g) Conference appointed Ministry Directors
11 h) Former Conference department directors who are active and
12 supportive members of a local IPHC Member Church, if approved
13 and certified by the Conference Executive Council
14 i) Members of the Executive Committee of the Council of Bishops
15 when present even though they are not members of that
16 Conference.
17 j) Church delegates to the Conference session based on the
18 following policies:
- 19 1] Only Member Churches that comply with the Church Tithe
20 are allowed to send church delegates to a Conference
21 session.
- 22 2] The number of delegates a church is allowed to send to the
23 Conference session is based on the church's composite

number. Member Churches may send one delegate per 50 composite number, or major fraction thereof. A Member Church with 50 members or fewer will qualify to send one delegate.

The composite number is the average of:

- a] Church membership at the end of the most recent calendar year (For the purpose of calculating a church's composite number, the church membership shall not exceed 200 percent (200%) of the primary worship service[s] annual average attendance.)
- b] Primary worship service(s) annual average attendance
- c] All local church delegates shall be certified by the Local Church Administrative Council as being active members in good standing of the local church.

c. Conference Session Committees

The number, nature, composition, criteria, and method of selection of committees for Conference sessions shall be determined by each Conference in Conference session or by the Conference Executive Council.

- d. Clergy and lay membership on all councils, boards, and committees on the Conference level will be allowed based on the clergy or lay member's compliance with the financial guidelines. Only lay members who meet the qualifications to serve as members of a Local Church Administrative Council shall be eligible to serve on Conference-level councils, board, and committees.

2. Conference Officials

a. Conference Superintendent

1) Overview

- a) The Conference Superintendent is the spiritual and administrative leader of the Conference. His spiritual leadership is reflected in the biblical ministries of apostles and bishops. His administrative functions are reflected in the contemporary language of chief executive officer. As such, he provides mission/vision and focus to his Conference to promote church growth, world evangelism, and care to the clergy and flock of God under his charge.
- b) Since the Conference Superintendent serves both clergy and laypersons, he must seek to be sensitive to the needs of both clergy and local congregations as he ministers to both parties.
- c) The Conference Superintendent shall serve as the chairman of the Conference Executive Council.

- 1 d) The Conference Superintendent shall bear the honorary title of
2 Bishop while in office.
- 3 e) The Conference Superintendent shall participate in the
4 Conference Superintendent Mentoring Program established by the
5 General Superintendent, or his appointee.

6 2) The Authority and Duties of the Conference Superintendent

- 7 a) The job description of the Conference Superintendent shall be
8 developed by the General Superintendent and approved by the
9 Council of Bishops in session. Once approved, it shall be included
10 in the *International Pentecostal Holiness Church Conference*
11 *Superintendent's Manual*.
- 12 b) The Conference Superintendent shall coordinate the ministries of
13 the Conference through the Conference Executive Council and the
14 Conference Ministries Cabinet.
- 15 c) The Conference Superintendent shall employ/terminate all
16 Conference Ministry Center employees in consultation with the
17 Conference Executive Council.
- 18 d) Upon the selection or reelection of a Conference Superintendent,
19 the new or reelected Conference Superintendent shall have the
20 authority to retain or dismiss any paid staff member after
21 consultation with the Conference Executive Council. The

1 requirement for consultation does not thereafter eliminate or
2 otherwise compromise the Conference Superintendent's discretion
3 to terminate any "at will" employee who is not subject to an
4 employment contract, for any reason.

5 e) The Conference Superintendent is amenable to the Conference
6 Executive Council and the General Superintendent and shall
7 provide a quarterly report to each one.

8 f) The Conference Superintendent is the shepherd of the clergy and
9 works for their interest and welfare. He shall encourage each
10 Local Church Administrative Council to support its Senior Pastor
11 liberally.

12 g) The Conference Superintendent shall be responsible for the
13 promotion of all International Pentecostal Holiness Church
14 ministries.

15 h) If authorized by the General Superintendent, the Conference
16 Superintendent may preside over a Conference Session.

17 i) The Conference Superintendent, or his appointee, shall be the
18 chairman of the following:

- 19 1] Conference Executive Council
- 20 2] Conference Ministries Cabinet
- 21 3] All Conference boards and committees

- j) The Conference Superintendent shall be responsible for presenting an annual calendar of Conference events and programs to the Senior Pastors and churches in his Conference.
- k) In case of a vacancy in the office of Senior Pastor, the Conference Superintendent shall immediately provide for pastoral oversight until the vacancy is filled.
- l) The Conference Superintendent, or his appointee, shall have the authority to organize new churches.
- m) In case of serious conflict between a minister and a layman, or the minister and the Local Church Administrative Council, the Conference Superintendent shall follow guidelines as stipulated under Bylaws Article VI.
- n) The Conference Superintendent shall receive reports from all Conference departments and ministries.
- o) The Conference Superintendent shall have the authority to counsel and advise all Conference ministries.
- p) Where there is a possibility of an independent church or congregation joining a Conference, and the church or congregation agrees to come under the authority of the Conference, the Conference Superintendent shall have the authority to appoint a Senior Pastor until such time as the group

becomes a Member Church.

q) In case of persistent unrest or serious decline in a Conference, two-thirds of the Conference Executive Council may request a hearing with the General Superintendent. The General Superintendent will submit his findings to the Executive Committee. The Executive Committee will determine whether a confidence vote by the Conference in Conference session is necessary. If the Conference Superintendent is sustained by the Conference in Conference session, the Conference Executive Council shall resign and a new Conference Executive Council shall be elected. In the new election, prior Conference Executive Council members shall be eligible to be nominated if they otherwise qualify for nomination.

r) The Conference Superintendent is responsible for initiating the action detailed in Article II, Section B, paragraph 3, c, 13.

b. Assistant Conference Superintendent

The nature and duties of the Assistant Conference Superintendent shall be developed by the Conference Superintendent and approved by the Conference Executive Council.

c. Conference Secretary

1) Overview

1 The Conference Secretary has the responsibility for maintaining the
2 official non-financial records of the Conference. For incorporated
3 Conferences, the Conference Secretary serves as the corporate secretary.

4 2) The Authority and Duties of the Secretary

5 a) The secretary shall prepare and edit the minutes of all Conference
6 sessions and meetings of the Conference Executive Council and
7 the Conference Ministries Cabinet.

8 b) The secretary shall maintain an up-to-date Conference
9 membership roster, including the manner and date of the reception
10 and transfer of members.

11 d. Conference Treasurer

12 1) Overview

13 a) The Conference Treasurer has the responsibility for maintaining
14 the official financial records of the Conference and providing
15 periodic financial reports. When necessary, the treasurer serves
16 as the chief financial officer of the Conference.

17 b) Neither the Conference Superintendent nor any member of the
18 Superintendent's family shall serve or function as the treasurer or
19 bookkeeper. For purposes of this provision, a family member is
20 defined as any member of the Superintendent's household or one

of the following: Superintendent's spouse, son, daughter, brother, sister, mother, father, father-in-law, mother-in-law, brother-in-law, sister-in-law, son-in-law, or daughter-in-law.

- c) All Conference financial accounts shall have at least two signatories. (This does not require that all checks must have two signatures.)

2) The Authority and Duties of the Treasurer

- a) The treasurer shall be responsible for seeing that an accurate record of all receipts, accounts, and disbursements of monies is maintained.
- b) The treasurer shall be responsible for seeing that all funds of the Conference are deposited in a bank in the name of the Conference.
- c) The treasurer shall be responsible for establishing and maintaining an effective system of internal control in consultation with the Conference Executive Council.
- d) The treasurer shall see that funds are disbursed as authorized by the Conference Executive Council, Conference Superintendent, or the Conference in Conference session.
- e) The treasurer shall provide monthly financial statements to the

Conference Executive Council.

f) The treasurer shall be responsible for seeing that all financial reports required to be sent to the Global Ministry Center are prepared accurately and mailed by the specified deadline.

g) The treasurer shall see that the provisions regarding annual financial accountability are followed by the Conference.

h) The treasurer shall see that financial statements are provided to the Conference annually.

i) The treasurer shall report material financial irregularities to the Conference Superintendent and the Conference Executive Council.

e. Other Conference Executive Council Members

Other Conference Executive Council members serve to assist the Conference Superintendent, the Assistant Conference Superintendent, and the Secretary and/or Treasurer in addressing the administrative operations and decisions of the Conference.

3. Conference Executive Council

a. The Conference Executive Council shall consist of the following members:

- 1) Conference Superintendent, chairman
- 2) Assistant Conference Superintendent

3) Secretary/Treasurer (one or two persons may hold the offices of secretary and treasurer)

4) At least two additional Conference Executive Council members

b. Method of Selection

1) All members of the Conference Executive Council shall be elected by the Conference for four-year terms. Elections will be by majority vote.

2) Election of Conference Executive Council members shall be in the order listed above.

3) No Conference Executive Council member shall serve more than ~~two~~ three consecutive terms in any one office.

a) An exception shall be that the Conference, in Conference session, may consider for nomination any Conference Executive Council member who is at the conclusion of his ~~second~~ third or subsequent term in the same office. A separate motion requiring a two-thirds majority ballot vote to pass may be offered to allow each such member to be nominated along with others for that same office. The election will be by majority vote.

b) In the event a person fills the unexpired term of a Conference Executive Council member, it shall not prohibit that person from serving ~~two~~ three full terms in that office, if elected.

1 4) In case the office of the Conference Superintendent becomes vacant, the
2 General Superintendent shall be notified immediately, and he shall
3 authorize the Assistant Superintendent to assume the duties of the
4 Conference Superintendent. If an alternate structure has been approved
5 for the Conference, the General Superintendent shall authorize the
6 successor provided by the alternate structure.

7 5) Other vacancies on the Conference Executive Council shall be filled by
8 the Conference Executive Council by selecting one of the methods listed
9 below, after consultation with the General Superintendent. If an alternate
10 structure has been approved for the Conference, such vacancies shall be
11 filled as provided by the alternate structure.

12 a) Appoint a replacement to serve out the unexpired term of the
13 office vacated

14 b) Hold a called session of the Conference to elect a replacement to
15 serve out the unexpired term of the office vacated

16 c) Elect a replacement at the next scheduled Annual Conference to
17 serve the unexpired term of the office vacated

18 c. Authority and Duties of the Conference Executive Council

19 1) The Conference Executive Council shall have at least four regular
20 quarterly meetings per calendar year. The Conference Superintendent
21 may schedule additional called meetings as necessary. It is

recommended that Conference Executive Councils meet monthly. The Conference in session may establish the frequency of meetings of the Conference Executive Council.

2) Subject to paragraph 1) above, the Conference Executive Council shall meet only at the call or with the permission of the Conference Superintendent.

3) The Conference Executive Council shall be authorized to determine, review, and adjust the Conference Superintendent's financial compensation annually. Such compensation shall include any and all direct and indirect benefits.

4) It shall be the responsibility of the Conference Executive Council, through the Conference Superintendent, or his appointee, to investigate allegations that may reflect on the members of the Conference, to hear written complaints against them, and to settle differences without a hearing when possible. However, the Conference Executive Council is expected to report allegations of criminal abuse of a minor to the appropriate authority immediately.

5) The Conference Executive Council shall have the authority to remove a Senior Pastor from his appointment or to suspend him from the ministry if he is found to be out of harmony with the *International Pentecostal Holiness Church Manual*.

- 1 6) If a minister belonging to one Conference and ministering in another
2 Conference is accused of immoral conduct or erroneous teachings, the
3 Conference Superintendent where he is ministering shall refer the matter
4 to the Conference Executive Council to which he belongs.
- 5 7) A credentialed IPHC clergy member may request a transfer to any IPHC
6 Conference. The Conference Superintendent may contact the transferring
7 Conference Superintendent and determine the requirements the minister
8 met in originally qualifying for credentials. If the transferring minister has
9 not already met all of the IPHC requirements for clergy credentials
10 established by the Council of Bishops, the receiving Conference
11 Executive Council may stipulate the remaining requirements to be met
12 and require that they be met in the transferee's first two years of
13 membership.
- 14 8) Conference Executive Council members are amenable to the Conference
15 Superintendent and the Conference. They shall cooperate with the
16 Conference Superintendent and the Council of Bishops to promote the
17 Conference and General programs throughout the Conference.
- 18 9) All Conference departmental boards are amenable to the Conference
19 Superintendent and the Conference Executive Council.
- 20 10) The Conference Executive Council shall be responsible for making sure
21 that the Conference has appropriate and adequate property, financial, and
22 liability insurance coverage.

- 11) The Conference Executive Council has authority, with the approval of the General Superintendent, to receive clergy from other fellowships who meet the ministerial requirements of the International Pentecostal Holiness Church.
- 12) The Conference Executive Council, through the Conference Superintendent, or his appointee, shall be authorized, with cause, to examine the financial records, policies, and procedures of a Local Church. Cause shall include, but not be limited to:
- a) The discovery of inconsistent reports, the lack of reports, or other evidence of potential financial irregularities
 - b) A credible accusation of financial irregularity
 - c) A lack of appropriate internal controls
 - d) A significant decline or an irregular pattern in giving to the Conference
- 13) The Conference Executive Council has the authority to bring a Member Church under its supervision and may function as the Local Church Administrative Council and, if necessary, act as the trustees of any property owned by the Member Church if any of the following occurs:
- a) Primary worship service attendance declines by at least 25 percent (25%) over a period of 12 months

b) Primary worship service attendance declines to fewer than 35 in average attendance

c) The Conference Executive Council determines that the Member Church is operating out of compliance with significant provisions of the *International Pentecostal Holiness Church Manual*.

Before implementing this provision, the Conference Executive Council must give written notice to the Local Church Administrative Council of the criteria being used and must allow 60 days for the Local Church Administrative Council to correct the criteria referenced. The initial period of supervision shall be 120 days and may be extended with the approval of the Conference Executive Council. The intent of the actions taken shall be to stabilize the Member Church and bring it into compliance as quickly as feasible.

14) If the Conference Executive Council determines that a Member Church is operating out of compliance with the *International Pentecostal Holiness Church Manual* to the extent that the Member Church's property, financial condition, or existence is seriously threatened, the Conference Executive Council has the authority to immediately bring that Member Church under its supervision, to function as the Local Church Administrative Council, and to act as the trustees of any property owned by the Member Church. Such immediate supervision shall be for an initial period of 120 days and shall be effected by written notice to the Local Church Administrative

Council. Such notice need not allow for a period of correction. The supervision period may be extended past 120 days with the approval of the Conference Executive Council. The intent of the actions taken shall be to stabilize the Member Church and bring it into compliance as quickly as feasible.

4. Conference Ministries Cabinet

a. The Conference Executive Council has the discretion to establish a Conference Ministries Cabinet. If established, the Conference Ministries Cabinet, chaired by the Conference Superintendent, may exist to facilitate communication and coordination among the ministries and departments of the Conference.

b. The Ministries Cabinet shall consist of the following members:

1) Representatives of the Conference Executive Council as determined by the Conference Superintendent

2) Conference-level ministry and department leaders

3) Others as recommended by the Conference Superintendent and approved by the Conference Executive Council

c. The Authority and Duties of the Ministries Cabinet

1) The Ministries Cabinet shall be the instrument through which the Conference Superintendent and other Conference leaders communicate

1 the mission/vision, purposes and objectives of the International
2 Pentecostal Holiness Church and the Conference.

3 2) The Conference Ministries Cabinet shall have at least one regular
4 meeting per calendar year. The Conference Superintendent may
5 schedule additional called meetings as necessary.

6 3) Subject to paragraph 2) above, the Conference Ministries Cabinet shall
7 meet only at the call or with the permission of the Conference
8 Superintendent.

9 4) The Ministries Cabinet shall be responsible for reviewing and facilitating
10 the coordination of the various policies and procedures of the Conference-
11 level departments and ministries.

12 5) The Ministries Cabinet shall have the right to recommend changes in
13 policy and procedure to the Conference-level councils, boards, and
14 committees responsible for establishing the policies and procedures
15 of the Conference.

16 5. If a Conference Superintendent and Conference Executive Council determine that a
17 different organizational structure would enhance their Conference, the structure shall be
18 developed in consultation with the Executive Committee and approved by the Council of
19 Bishops in session.

20 a. The Council of Bishops, in session, shall approve alternate structures presented
21 if the structure meets the following criteria:

- 1) The structure is in compliance with the financial guidelines of the International Pentecostal Holiness Church.
- 2) The structure provides for adequate accountability.
- 3) The structure is in compliance with the General Conference delegate structure of the International Pentecostal Holiness Church.

b. If approved by the Council of Bishops, the revised structure must then be approved by the Conference in Conference session.

c. An exception shall be that a previously-approved Council of Bishops structure, implemented by an existing International Pentecostal Holiness Church Conference may be approved by the Conference in Conference Session.

~~C.~~ **Acts2Day Districts**

~~When applying other provisions of these Bylaws to churches in an Acts2Day District, the Executive Director of Evangelism USA shall be the Conference Superintendent, and the Evangelism USA Ministries Division Council shall be the Conference Executive Council.~~

~~D.~~ C. **Establishing New Conferences**

New Conferences may be organized in accordance with policies adopted by the Council of Bishops.

~~E.~~ D. **Pastoral Appointments**

1. Pastoral appointments will be made according to one of the following tracks. The

1 Conference Superintendent, or his appointee, shall meet with the Local Church
2 Administrative Council to determine the best method of selection. Pastoral Candidates
3 may be considered from any Conference in the International Pentecostal Holiness
4 Church. In all situations, Senior Pastors and churches are subject to the appointing
5 powers of the Conference. Unless an alternative structure has been approved by the
6 Conference Executive Council, the office of Senior/Lead Pastor shall be held by only
7 one person, who must be a credentialed International Pentecostal Holiness Church
8 clergy member.

- 9 a. Track 1: The Conference Executive Council may appoint Senior Pastors to local
10 churches in consultation with the Local Church Administrative Council.
- 11 b. Track 2: The Conference Executive Council may appoint Senior Pastors to local
12 churches in consultation with the Local Church Administrative Council and
13 election by the local congregation.
- 14 c. Track 3: The Local Church Administrative Council may appoint a pastoral search
15 committee to offer candidates to the local congregation. This committee shall
16 initiate its work with the Conference Superintendent and work through the
17 Conference Superintendent in making contacts with its candidates.

- 18 2. Regardless of the selection track, if after six months the church has not selected a
19 Senior Pastor, the Conference Executive Council may appoint the Senior Pastor.

- 20 3. Regardless of the selection track by which a Senior Pastor and church enter into this
21 ministry relationship, both should strive to continue in this relationship until the Holy Spirit

1 directs either party that a new direction is desired. At that time, the Conference
2 Superintendent should be informed. This relationship is not to be construed as a
3 contractual agreement.

4 4. Voting in a pastoral preference expression shall be by ballot. Church members age
5 sixteen (16) and above are eligible to vote in church business meetings.

6 5. Absentee ballots shall be permitted by eligible members as follows:

7 a. Local Church Administrative Council members, selected by the Senior Pastor or
8 Conference Superintendent, shall distribute, collect, and secure the absentee
9 ballots. The ballot shall be presented, with an envelope, to the church member.
10 The member voting will place the ballot in the envelope, sign his name on the
11 outside, and seal it. The envelope will be opened and the ballot counted at the
12 time all the other ballots are counted.

13 b. No absentee ballots shall be received after the church body has voted.

14 6. Only members age 16 and above, who have attended church and given tithe into the
15 local church treasury regularly during the previous six months shall vote in church
16 business meetings. Those who have been members for less than six months are
17 eligible to vote if they have been faithful in attendance and tithing during the time of
18 membership.

19 7. In pastoral preference elections, the church shall vote on only one person at a time. The
20 official "YES" or "NO" ballot shall be used by a local church when expressing its desire
21 for a Senior Pastor. If a candidate receives a majority, but less than a two-thirds vote,

1 the decision of his assignment shall be made by the Conference Executive Council
2 after consultation with the Local Church Administrative Council.

- 3 8. When, as a result of personal conviction and analysis, a Senior Pastor feels his work is
4 completed at a church, he shall consult with his Conference Superintendent. The
5 Superintendent and the Conference Executive Council shall work toward securing
6 another assignment for the Senior Pastor.

- 7 9. In cases of unresolved conflict involving a Senior Pastor, a Local Church Administrative
8 Council, and/or a congregation, the following shall apply:

9 a. The Conference Superintendent shall counsel with the Senior Pastor and Local
10 Church Administrative Council and seek to resolve the conflict.

11 b. If the situation cannot be resolved:

12 1) The Conference Executive Council has the right to call for a vote of
13 confidence for the pastor or for the Local Church Administrative Council
14 or both.

15 2) When two-thirds of the Local Church Administrative Council members
16 feel an expression should be made from the local church relative to the
17 Senior Pastor's continuation, they shall, in a meeting of the Local Church
18 Administrative Council, chaired by the Senior Pastor, call for a meeting
19 with the Conference Superintendent, who will determine if an expression
20 is needed.

c. If the Senior Pastor receives a two-thirds vote, he may remain at his own discretion. If he receives less than two-thirds, but a majority, the decision to remain shall be made by the Conference Executive Council. If he receives less than a majority, the Conference Superintendent shall lead the Local Church Administrative Council in one of the three pastoral election tracks.

d. If the Senior Pastor remains after a vote of confidence, the office of the Local Church Administrative Council shall be filled by a new election through the regular voting process of the local church with sixty (60) days. All members in good standing shall be eligible for election to finish out the terms vacated by the resignations.

e. If the Senior Pastor does not remain after a vote of confidence, he will be given up to thirty (30) days to relocate. The church will provide the Senior Pastor with his full salary and benefits for at least thirty (30) days.

10. No Conference Executive Council has the authority to refuse appointment of a Senior Pastor based solely on his Conference membership.

11. A minister may pastor in any International Pentecostal Holiness Conference by effecting a transfer or by being seconded into that Conference. A copy of the minister's personnel file shall accompany the transfer or seconding documents.

12. "Seconded membership" status may be granted to a minister so he can serve a pastorate in a Conference other than where he is a member. Seconded membership applies only when a credentialed minister will lose retirement or other earned benefits

1 by transferring to another Conference. Therefore, seconded membership does not
2 require a formal transfer of Conference membership.

- 3 a. A minister who is granted seconded membership status to pastor in a
4 Conference will be amenable to the Conference Superintendent and Conference
5 Executive Council under whose jurisdiction the pastorate is located.
- 6 b. The minister who is granted seconded membership status shall report and tithe
7 monthly in the Conference in which the pastorate is located.
- 8 c. Details of his status pertaining to retention of insurance, retirement benefits, etc.,
9 must be worked out to the satisfaction of both Conference Executive Councils,
10 the minister, and the local church involved prior to this status being granted.
- 11 d. A minister who is granted seconded membership status to pastor in a Conference
12 will be granted seat, voice, and vote in the Conference where he is actively
13 pastoring, but he must surrender those privileges in the Conference where he
14 holds membership during said pastoral tenure.
- 15 e. A minister pastoring in a Conference on the basis of a seconded membership
16 status will be eligible to serve on the Executive Council of that Conference, but
17 he may not serve as Superintendent without being transferred into that
18 Conference.
- 19 f. Upon termination of the pastorate requiring seconded membership status, the
20 minister's amenability immediately transfers back to the Conference in which he
21 holds membership. However, if at the time the pastorate is terminated, there are

1 pending charges or an ongoing investigation against the credentialed minister,
2 his amenability shall remain in the Conference to which he was seconded until
3 the matter is settled.

4 13. When a pastoral vacancy occurs, an interim pastor may be assigned by the Conference
5 Executive Council. The terms and length of service shall be agreed upon in writing by the
6 conference Superintendent, the Interim Pastor, and the Local Church Administrative
7 Council.

8 14. Upon a new Senior Pastor's taking office, the new Senior Pastor shall have the authority
9 to retain or dismiss any paid staff member after consultation with the Local Church
10 Administrative Council. The requirement for consultation with the Local Church
11 Administrative Council does not thereafter eliminate or otherwise compromise the Senior
12 Pastor's discretion to terminate any "at will" employee, that is, any employee who is not
13 subject to an employment contract, for any reason.

14 15. All paid staff shall be hired by the Senior Pastor. Each staff member shall be directly
15 amenable to the Senior Pastor. If the work of the staff member is not satisfactory, the
16 Senior Pastor has the authority to terminate the staff member's services.

17 16. A Licensed or Ordained Pentecostal Holiness Church Minister may serve as Senior
18 Pastor of a non-IPHC church at the discretion of the Conference Executive Council to
19 which the minister is accountable. The following policies shall apply:

- 20 a. The church must be incorporated and must have obtained its own Internal
21 Revenue Code Section 501(c)(3) tax exempt status.

- 1 b. The pastor may serve for one year. The Conference Executive Council may
- 2 extend the time at its discretion.
- 3 c. The church must provide proof that it has adequate insurance coverage in effect.

Article III. Organizational Structure – Local Churches

(The pronouns *he*, *his*, and *him* and the suffix – *man* as used throughout this document are intended in a generic, not a gender-specific, sense.)

The International Pentecostal Holiness Church affirms local churches as the primary representation of the body of Christ in their local communities. A church is a group of believers in Christ who meet regularly, preferably weekly, for biblical worship, learning, and mission. Accordingly, the primary focus of the International Pentecostal Holiness Church is to serve local churches and facilitate their ministry by discipling them in biblical worship, fellowship, learning, and evangelism to obey the Great Commission.

~~A. Local groups of people wishing to associate with the International Pentecostal Holiness Church may do so in one of the following ways:~~

~~1. As a Member Church~~

~~Each new Member Church shall be categorized as either a Planted Member Church or a Transfer Member Church as follows:~~

~~a. Planted Member Church~~

~~1) A Planted Member Church is a newly created church which is first organized with the support of and/or under the name of the International Pentecostal Holiness Church, Inc., or one of its subdivisions by meeting the criteria in paragraph 2) below.~~

~~2) In order to organize as a Planted Member Church, a group must consist of twenty (20) or more persons, including at least twelve (12) persons 18 years of age or older, who have met the following criteria:~~

~~a) The group has officially expressed a desire to associate with the International Pentecostal Holiness Church and has applied for recognition as a Member Church by a Conference.~~

- b) ~~If located in a state that permits nonprofit religious corporations, the group has legally incorporated.~~
- c) ~~The group is in accord with the *International Pentecostal Holiness Church Manual*, including, but not limited to, the Articles of Faith, Covenant of Commitment, and Bylaws.~~
- d) ~~The group consists of an adequate number of spiritually qualified members to fill the offices of the local church called for in its bylaws.~~
- e) ~~The group enters into the appropriate Planted Membership Agreement with the Conference.~~
- f) ~~The Conference Executive Council has approved the group's application and the organizational structure of the group.~~

~~b. Transfer Member Church~~

- 1) ~~A Transfer Member Church is an existing, previously organized church which was planted and organized without any association with or support from the International Pentecostal Holiness Church, Inc., its subdivisions, or its name and later becomes a member of an IPHC Conference by meeting the criteria in paragraph 2) below.~~
- 2) ~~In order to become a Transfer Member Church, a group must consist of twenty (20) or more persons, including at least twelve (12) persons 18 years of age or older, who have met the following criteria:~~
 - a) ~~The group has officially expressed a desire to associate with the International Pentecostal Holiness Church and has applied for recognition as a Transfer Member Church by a Conference.~~

b) ~~If located in a state that permits nonprofit religious corporations, the group has legally incorporated.~~

c) ~~The group is in accord with the *International Pentecostal Holiness Church Manual*, including, but not limited to, the Articles of Faith, Covenant of Commitment, and Bylaws.~~

d) ~~The group consists of an adequate number of spiritually qualified members to fill the offices of the local church called for in its bylaws.~~

e) ~~The group enters into the appropriate Transfer Membership Agreement with the Conference.~~

f) ~~The Conference Executive Council has approved the group's application and the organizational structure of the group.~~

e. ~~A Member Church may create satellite congregations that shall be under the supervision of the mother church's Senior Pastor. Satellite congregations shall have the same membership status and category as their mother church.~~

~~2. As an Affiliate Church~~

~~The Affiliate Church status is designed to provide an entrance for non-IPHC churches and groups to become acquainted with the IPhC and its ministries.~~

a. ~~An Affiliate Church is connected with the International Pentecostal Holiness Church at the Conference level for the purpose of ecclesiastical training, networking, ministry participation, and exploring full membership status with the~~

~~IPHC~~

- ~~b. An Affiliate Church must be incorporated and must have obtained its own Taxpayer Identification Number prior to entering into an affiliation agreement with the International Pentecostal Holiness Church.~~
- ~~c. The Senior Pastor must be an IPHC-credentialed minister of the Conference with which he and the church are associated. Should an Affiliate Church select a non-IPHC senior pastor, the agreement is automatically terminated.~~
- ~~d. An Affiliate Church must enter into an Affiliation Agreement with the Conference using the prescribed Affiliation Agreement as adopted by the Council of Bishops. The initial Affiliation Agreement shall have a three-year term and may be renewed in writing for subsequent three-year terms with the mutual consent of both parties. Any Affiliation Agreement that is not renewed in writing at the end of the three-year term automatically terminates, and all rights and obligations under the agreement cease.~~
- ~~e. The Affiliate Church shall provide documentation of appropriate and adequate property, financial, and liability insurance coverage.~~
- ~~f. An Affiliate Church is prohibited from being included under the International Pentecostal Holiness Church's Group Exemption Certificate and must provide evidence of their Internal Revenue Code Section 501(c)(3) tax-exempt status.~~
- ~~g. Affiliate Churches have no voice or vote in IPHC business sessions, and participation in the financial guidelines of the IPHC is voluntary.~~
- ~~h. An Affiliate Church may choose to become a fully connected Transfer Member at~~

~~any time during this agreement, and would then function in accordance with the
International Pentecostal Holiness Church Manual.~~

**A. B. A Church listed as a Member Church by an IPHC Conference as of August 1, 2009, shall be
Member Church of the International Pentecostal Holiness Church and shall retain its
membership status, notwithstanding the criteria for new churches listed ~~above~~ below.**

~~A Church meeting the requirements of affiliate Membership as listed in the 2005 International
Pentecostal Holiness Church Manual as of August 1, 2009, wishing to continue its relationship
with the International Pentecostal Holiness Church shall have the following options,
notwithstanding the criteria for new churches listed above:~~

~~* Being designated a Transfer Member Church, or~~

~~* Being designated an affiliate Church. Such an Affiliate Church shall be granted a three-
year period to determine if they would like to become a Member Church. At the end of
three year period, if full membership is not chosen, the Affiliate Church status is
discontinued.~~

C. Member Churches shall

1. Accept for membership only persons who

a. Are in accord with the Articles of Faith and the Covenant of Commitment and

**b. Agree to be governed by the Constitution and Bylaws of the International
Pentecostal Holiness Church.**

2. Provide instruction to new/prospective members regarding the Constitution and Bylaws of the International Pentecostal Holiness Church.
3. Support the mission/vision/core values of the International Pentecostal Holiness Church
4. Operate according to the *International Pentecostal Holiness Church Manual*
5. Support the ministries and financial guidelines of the International Pentecostal Holiness Church
6. If located in a state that permits nonprofit religious corporations, be incorporated
7. Include language in their articles of incorporation and their bylaws acknowledging their relationship with the International Pentecostal Holiness Church. The Council of Bishops, in session, shall adopt the language to be used in Member Churches' articles of incorporation and bylaws. A local church shall inform the Conference Executive Council of any intent to change their articles of incorporation or bylaws.
8. Abide by the IPHC's position regarding same-gender marriage as follows:

Local IPHC churches and the local IPHC ministers who serve them shall only hold, conduct, or preside over weddings, receptions, and anniversaries (and other gatherings related to weddings, receptions, and anniversaries) that celebrate a marriage or blessing between one man and one woman.
9. Acknowledge our interdependence

B. Local groups of people wishing to associate with the International Pentecostal Holiness

Church may do so in one of the following ways:

1. As a Member Church

Each new Member Church shall be categorized as either a Planted Member Church or a Transfer Member Church as follows:

a. Planted Member Church

1) A Planted Member Church is a newly created church which is first organized with the support of and/or under the name of the International Pentecostal Holiness Church, Inc., or one of its subdivisions by meeting the criteria in paragraph 2) below.

2) In order to organize as a Planted Member Church, a group must consist of twenty (20) or more persons, including at least twelve (12) individuals 18 years of age or older, who have met the following criteria:

(Criteria for house churches will be developed by Evangelism USA Ministries.)

a) The group has legally incorporated if located in a state that permits nonprofit religious corporations.

b) The group is in accord with the *International Pentecostal Holiness Church Manual*, including, but not limited to, the Articles of Faith, Covenant of Commitment, and Bylaws.

c) The group consists of an adequate number of spiritually qualified members to fill the offices of the local church called for in its

bylaws.

d) The group enters into the appropriate Planted Membership

Agreement with the Conference.

e) The Conference Executive Council has approved the group's

application and organizational structure.

b. Transfer Member Church

1) A Transfer Member Church is an existing, previously-organized church which was planted and organized without any association with or support from the International Pentecostal Holiness Church, Inc., its subdivisions, or its name and later becomes a member of an IPHC Conference by meeting the criteria in paragraph 2) below.

2) In order to become a Transfer Member Church, a group must consist of twenty (20) or more persons, including at least twelve (12) individuals 18 years of age or older, who have met the following criteria:

(Criteria for house churches will be determined by Evangelism USA

Ministries.)

a) The group has legally incorporated if located in a state that permits religious corporations.

b) The group is in accord with the *International Pentecostal Holiness Church Manual*, including, but not limited to, the Articles of Faith, Covenant of Commitment, and Bylaws.

c) The group consists of an adequate number of spiritually qualified members to fill the offices of the local church called for in its bylaws.

d) The group enters into the appropriate Transfer Membership Agreement with the Conference.

e) The Conference Executive Council has approved the group's application and organizational structure.

c. A Member Church may create satellite congregations that shall be under the supervision of the mother church's Senior Pastor. Satellite congregations shall have the same membership status and category as their mother church.

2. As an Affiliate Church

The Affiliate Church status is designed to provide an entrance for non-IPHC churches and groups to become acquainted with the International Pentecostal Holiness Church and its ministries.

a. An Affiliate Church is connected with the International Pentecostal Holiness Church at the Conference level for the purpose of ecclesiastical training, networking, ministry participation, and exploring full membership status with the International Pentecostal Holiness Church.

b. An Affiliate Church must be incorporated and must have obtained its own Taxpayer Identification Number prior to entering into an Affiliation Agreement with

the International Pentecostal Holiness Church.

c. The Senior Pastor must be an IPHC-credentialed minister of the Conference with which he and the church are associated. Should an Affiliate Church select a non-IPHC Senior Pastor, the agreement is automatically terminated.

d. An Affiliate Church must enter into an Affiliation Agreement with the Conference using the prescribed Affiliation Agreement as adopted by the Council of Bishops.

e. The Affiliate Church shall provide documentation of appropriate and adequate property, financial, and liability insurance coverage.

f. An Affiliate Church is prohibited from being included under the International Pentecostal Holiness Church's Group Exemption Certificate and must provide evidence of their Internal Revenue Code Section 501(c)(3) tax exempt status.

g. Affiliate Churches have no voice or vote in IPHC business sessions, and participation in the financial guidelines of the International Pentecostal Holiness Church is voluntary.

h. An Affiliate Church may choose to become a fully connected Transfer Member at any time during this agreement, and would then function in accordance with the International Pentecostal Holiness Church Manual.

C.D. Local Church Organizational Structure

The International Pentecostal Holiness Church recognizes and embraces multiple models for local church leadership and organizational structure. While every member of the church has

ministry gifts that contribute to the accomplishment of the church's mission/vision, the New Testament affirms elders and deacons as specific ministry leaders. ~~Also,~~ The Administrative Council exists to meet the contemporary organizational needs in the local church. Local church structure should include elders, deacons, and the Administrative Council. The International Pentecostal Holiness Church recognizes that men and women may serve in these offices and ministries.

1. Standard Model of Organizational Structure

a. Unless a church has received approval from its Conference for an alternate model, the following organizational structure is prescribed for Member Churches.

b. Local Church Officials

1) Senior Pastor

a) Overview

1] The International Pentecostal Holiness Church acknowledges the Senior Pastor, whether male or female, as God's appointed leader of the local church. As such, the Senior Pastor is vitally important in the expansion of the kingdom of God and the promotion of church growth in the local congregation.

2] In local churches with a plurality of elders, the Conference-appointed Senior Pastor is senior elder of the eldership.

3] Subject to the discretion of the Local Church Administrative Council, a Senior Pastor may also be referred to as the Lead Pastor or Senior Elder. The terms Senior Pastor, Lead Pastor, and Senior Elder shall be considered interchangeable.

4] The methods of pastoral appointment are provided in Article II, Section E.

b) The Authority and Duties of the Senior Pastor

1] The Senior Pastor's first concerns shall be to live a worshipful, biblical lifestyle out of which he preaches God's Word, leads in the nurture of believers, wins the lost to Christ, and leads in worship. While looking after the spiritual welfare of the church, the Senior Pastor should oversee and participate in visitation ministries, the administration of the ordinances of the church, and expansion of the influence of the church in the community, city, or area.

2] The Senior Pastor shall see that instruction regarding the Constitution and Bylaws of the International Pentecostal Holiness Church, including the Articles of Faith and Covenant of Commitment, is provided prior to receiving new/prospective members.

3] The Senior Pastor shall lead believers to discover and

1 develop the ministry gifts of the Holy Spirit in their lives so
2 they can fulfill their ministries in the body of Christ. Special
3 emphasis shall be given to training the believers in personal
4 soul winning (Ephesians 4:12).

5 4] The Senior Pastor shall lead the church in extension
6 (starting new churches) and bridging (cross-cultural)
7 evangelism in cooperation with the Conference evangelism
8 program.

9 5] The Senior Pastor shall have the authority and responsibility
10 to counsel with and correct any church official, elected or
11 appointed, who may not be meeting or promoting the
12 requirements of the local church, Conference, or General
13 Conference.

14 6] The Senior Pastor shall have the authority to remove any
15 elder, deacon, or official found to be out of harmony with the
16 *International Pentecostal Holiness Church Manual*, after
17 consultation with the Conference Superintendent.

18 7] The Senior Pastor shall inform the Conference
19 Superintendent when a credentialed minister on a pastoral
20 staff is removed, resigns his position, or accepts a ministry
21 position at another church.

22 8] The Senior Pastor is the chairman of the Local Church

Administrative Council and ex officio chairman of all ministry boards.

9] Where a local church is incorporated, the Senior Pastor shall serve as president of the local corporation and as the chief executive officer.

10] The Senior Pastor is responsible for the mission/vision of the church and presenting the programs designed to build it spiritually, numerically, and financially. The Senior Pastor or appointee(s) shall meet annually with ministry leaders, councils, or boards of the local church for the purpose of setting goals for the church and developing plans to reach those goals.

11] The Senior Pastor has the privilege of authorizing expenditures up to an amount agreed upon by the Senior Pastor and the Local Church Administrative Council.

12] The Senior Pastor is responsible for securing speakers for special services in the church, such as revivals, seminars, etc.

13] The Senior Pastor is to sign the church reports before they are sent to the Conference Ministry Center.

14] The Senior Pastor and the Local Church Administrative Council shall support the mission/vision/core values of the

1 International Pentecostal Holiness Church.

2 15] The Senior Pastor is amenable to the Conference, the
3 Conference Superintendent, and the Conference Executive
4 Council.

5 2) Secretary

6 a) Overview

7 The secretary is responsible for maintaining the official non-financial
8 records for the church. For incorporated churches, the secretary serves as
9 the corporate secretary.

10 b) The Authority and Duties of the Secretary

11 1] The secretary shall keep the minutes of business sessions of the
12 Local Church Administrative Council and church business
13 sessions.

14 2] The secretary shall maintain an accurate, up-to-date record of
15 membership actions of the Local Church Administrative Council.

16 3] The secretary shall prepare and mail reports, after they have been
17 signed by the Senior Pastor, on the forms required by the
18 Conference. Failure to comply shall be grounds for dismissal as
19 secretary.

20 3) Treasurer

1 a) Overview

2 The treasurer is responsible for maintaining the official financial records of
3 the church and providing periodic financial reports. When necessary, the
4 treasurer serves as the chief financial officer of the church.

5 b) Neither the Pastor nor any member of the Pastor's family shall serve or
6 function as the treasurer or bookkeeper. For purpose of this provision, a
7 family member is defined as any member of the Pastor's household or one
8 of the following: Pastor's spouse, son, daughter, brother, sister, mother,
9 father, father-in-law, mother-in-law, brother-in-law, sister-in-law, son-in-
10 law, or daughter-in-law.

11 c) All Local Church financial accounts shall have at least two signatories.
12 (This does not require that all checks must have two signatures.)

13 d) Exceptions to paragraphs b) or c) must be approved by the Conference
14 Executive Council.

15 e) The Authority and Duties of the Treasurer

16 1] The treasurer shall keep an accurate record of all receipts,
17 accounts, and disbursements of monies.

18 2] A minimum of two persons shall be appointed to count and record
19 all offerings received by the local church.

20 3] The treasurer shall deposit all monies of the local church in a bank
21 in the name of the church.

1 4] The treasurer shall disburse funds as authorized by the Senior
2 Pastor, church, or Local Church Administrative Council. All
3 expenditures shall be properly documented.

4 5] The treasurer shall provide monthly financial statements,
5 accompanied by the most recent bank statement, reconciled to the
6 financial records, to the Senior Pastor and Local Church
7 Administrative Council. Failure to comply shall be grounds for
8 dismissal as treasurer.

9 6] The treasurer shall see that the provisions regarding annual
10 financial accountability are followed by the local church.

11 4) Local Church Administrative Council Members

12 Other Local Church Administrative Council members serve on the Local Church
13 Administrative Council to assist the Senior Pastor and the secretary and/or
14 treasurer in directing the administrative operations and decisions of the church.

15 5) Other Leadership Positions

16 a) Elders

17 1] Under the direction of the Senior Pastor, local church elders are
18 persons whose ministry is to equip the saints for the work of the
19 ministry in order to build the church (Ephesians 4:11-16). Elders
20 should provide spiritual oversight over the church to shepherd and
21 protect it with maturity and wisdom (Acts 20:28-30; 1 Peter 5:1-4).

Elders should meet the criteria specified in 1 Timothy 3:1-7 and Titus 1:5-9.

2] The Senior Pastor shall select from the congregation members who have demonstrated the biblical characteristics of an elder.

3] An elder may be a Licensed or Ordained Minister in a Conference. Any Licensed or Ordained Minister who is asked by the Senior Pastor to serve as an elder and accepts said position shall submit to and support the vision and ministry of the Senior Pastor. Any Licensed or Ordained Minister who is an elder in a local church remains a member of his Conference and is ultimately accountable to his Conference.

4] Elders not Ordained or Licensed by the Conference may serve on the Local Church Administrative Council, if elected.

b) Deacons

1] All deacons should meet the scriptural criteria of Acts 6:3 and 1 Timothy 3:8-13. The ministry of the deacon is that of service.

2] Deacons shall assist the Senior Pastor in providing for the welfare of the local church. They shall be given specific assignments by the Senior Pastor for the work of the church.

3] Deacons shall be selected from among the members by the Senior Pastor in consultation with the elders and Local Church Administrative Council.

1 4] A deacon may be a Licensed or Ordained Minister in a
2 Conference. Any Licensed or Ordained Minister who is asked by
3 the Senior Pastor to serve as a deacon and accepts said position
4 shall submit to and support the vision and ministry of the Senior
5 Pastor. Any Licensed or Ordained Minister who is a deacon in a
6 local church remains a member of his Conference and is ultimately
7 accountable to his Conference.

8 c) Associate Pastors

9 1] An Associate Pastor is amenable to the Senior Pastor of the local
10 church. Any Licensed or Ordained Minister who is asked by the
11 Senior Pastor to serve as an Associate Pastor and accepts said
12 position shall submit to and support the vision and ministry of the
13 Senior Pastor. Any Licensed or Ordained Minister who is an
14 Associate Pastor in a local church remains a member of the
15 Conference and is ultimately accountable to the Conference.

16 2] An Associate Pastor shall meet the qualifications of a Local Church
17 Administrative Council Member. If, however, the Associate Pastor
18 is a credentialed minister of an IPHC Conference, the tithing
19 requirement shall apply to the Conference instead of the local
20 church.

21 3] The duties and method of selection of an Associate Pastor shall be
22 established by the Senior Pastor in consultation with the local

Church Administrative Council.

- 4] Any local church, Conference, or church institution seeking to recruit and/or hire an associate minister from a local church shall first confer with the Senior Pastor of the local church where the associate has been serving.

6) Local Church Administrative Council

- a) The size of the Local Church Administrative Council shall be determined by the church body in a duly convened business session and shall consist of ~~at least the following~~ a minimum of five (5) voting members including the following:

- 1] Senior/Lead Pastor, chairman
- 2] Secretary/Treasurer (one or two persons may hold the offices of secretary and treasurer)
- 3] At least two additional Council members

- b) Elders and deacons who are not Ordained or Licensed clergy may be elected to fill the positions listed above.

- c) Only ~~members~~ individuals who have been members of the local church for at least six (6) months, meeting the following ~~qualifications~~ requirements shall be eligible to serve on the Local Church Administrative Council.

(These provisions do not apply to the Senior Pastor, who is subject to the qualifications that apply to clergy.)

- 1] The member shall have demonstrated Christian maturity and love for Christ.
 - 2] The member shall have spiritual giftings that contribute to the well-being of the church.
 - 3] The member shall have demonstrated godly character that brings honor to Christ and the local congregation.
 - 4] The member shall be in harmony with the church's mission/vision statement.
 - 5] The member shall have supported the church faithfully in attendance and tithes for at least six months and be in harmony with the Conference and General Church financial guidelines.
- d) ~~This selection applies to~~ Criteria for divorced ~~persons~~ individuals who might also have remarried, but have never served in the ministry of deacon or elder or in another position on the Local Church Administrative Council in the IPHC are as follows:
- 1] If a person has been divorced and then remarried, and believes at least one of the principles stated in the International Pentecostal Holiness Church Manual applies (Constitution, Section VIII), he may apply for that position in the Local Church.
 - 2] The Local Church Administrative Council shall use the principles in Section VIII of the Constitution as its basis for considering all such

1 applications.

2 3] The Local Church Administrative Council shall have the authority to
3 require a copy of the divorce decree and any other documents or
4 information it deems appropriate in making a wise decision. This
5 applies to the spouse as well, if both are divorced.

6 4] The candidate must have proven himself in his current marriage to
7 be faithful according to the biblical passages of 1 Timothy 3:1-13
8 and Titus 1:6-9 for a time period to be set by the Local Church
9 Administrative Council, with one year as a minimum.

10 e) ~~This section applies to an~~ Criteria for individuals who serve in the ministry
11 of deacon or elder or in another position on the Local Church
12 Administrative Council in the IPHC who divorces his wife and/or remarries
13 are as follows:

14 1] If the Local Church Administrative Council determines that the
15 divorce of a deacon or elder, or other member of the Local Church
16 Administrative Council was justifiable according to at least one of
17 the criteria in the *International Pentecostal Holiness Church*
18 *Manual* (Constitution, Section VIII), the individual shall be permitted
19 to continue in that local ministry without interruption. In addition, no
20 ecclesiastical penalty shall apply if the individual remarries.

21 2] If the divorce of a deacon or elder, or other member of the Local
22 Church Administrative Council, is not deemed justifiable by the
23 Local Church Administrative Council according to the four criteria

1 stated in the Constitution, then Article VI, ~~Conflict~~ Dispute
2 Resolution and Disciplinary ~~Action~~ Procedures, Section E.
3 Restoration, shall apply.

4 f) Method of Selection

5 1] The Local Church Administrative Council determines whether the
6 secretary and/or treasurer is appointed by the Local Church
7 Administrative Council or elected by the church. If the secretary
8 and/or treasurer is appointed, the Local Church Administrative
9 Council may or may not grant him or her voting privileges.

10 2] A nominating committee, appointed by and chaired by the Senior
11 Pastor and approved by the Local Church Administrative Council,
12 shall nominate all Local Church Administrative Council members
13 and the secretary and/or treasurer (unless the secretary/treasurer
14 is appointed.)

15 3] The members of the local church shall be allowed access to the
16 nominating committee.

17 4] The nominating committee shall nominate no more than two
18 persons for secretary/treasurer, or no more than two persons for
19 secretary and two persons for treasurer.

20 a] The church shall elect one of the two nominees. In the
21 event only one person is nominated, the church will ratify
22 the nominee.

b] In the event the church rejects the nominee(s), the nominating committee shall nominate another person or persons to be ratified by the church.

5] The nominating committee may nominate as many other Local Church Administrative Council member nominees as it desires. The church shall elect from the list of nominees the number of persons necessary to fill open positions.

6] All nominees shall prayerfully consider their particular qualifications, gifts, and availability to serve.

7] Those persons elected shall have full voting rights on the Local Church Administrative Council.

8] Local churches shall arrange the method of selection of the Local Church Administrative Council so no person shall serve on the Council more than eight (8) consecutive years. (Pastors are excluded from this provision.) This rule is not binding where there are not enough qualified people eligible to serve or if an alternative structure has been approved by the Conference Executive Council.

9] The Local Church Administrative Council may serve as trustees of the church property. When trustees other than the Local Church Administrative Council are elected, they shall be members in good standing of the International Pentecostal Holiness Church. The church shall replace any church trustee who refuses to carry out

the desires of the local church.

g) Authority and Duties of the Local Church Administrative Council

1] The Local Church Administrative Council is amenable to the Senior Pastor and the church body.

2] The Local Church Administrative Council, under the leadership of the Senior Pastor, shall govern and direct the ministries, programs, and other operations of the local church. The Local Church Administrative Council is also responsible for the local church's cooperation with the Conference and General ministries and programs.

3] The Local Church Administrative Council shall meet only at the call or with the permission of the Senior Pastor.

4] The Local Church Administrative Council shall have at least four regular quarterly meetings per calendar year. The Senior Pastor may schedule additional called meetings as necessary. It is recommended that Local Church Administrative Councils meet monthly.

5] Each Local Church Administrative Council member shall adhere to a policy of confidentiality. Failure to do so will be grounds for dismissal from the Local Church Administrative Council.

6] The Local Church Administrative Council shall keep the

membership roll up-to-date in the following manner:

a] No member shall be dropped without contacting the person for the purpose of restoring him or her to fellowship with the congregation.

b] The Local Church Administrative Council shall have the authority to drop members after all possible measures have been taken to restore them. This does not deny an individual the right of appeal to the Conference Superintendent.

c] When members move from one locality to another, they should be encouraged to transfer their membership to the Pentecostal Holiness church of their choice in the new locality.

d] Local church members shall be granted a letter of transfer from one Pentecostal Holiness church to another, or they may be given a letter of commendation to another Christian body by a majority vote of the Local Church Administrative Council. When signed by the Senior Pastor and secretary, this letter is valid for ninety (90) days, and the person named in the letter retains his membership in the local church that granted the letter until the transfer is complete. When the transfer is completed, the Senior Pastor of the local church where the letter originated shall be notified by

the receiving church immediately. When a letter of transfer is requested and not received within thirty (30) days, the Senior Pastor receiving the member shall notify the former Senior Pastor that a change has been effected.

7] No church or Local Church Administrative Council shall make any rule pertaining to finance contrary to standards set by the General Conference or Conference in Conference session.

8] The Local Church Administrative Council or designated finance committee will set the Senior Pastor's compensation package (salary, housing allowance, insurance, retirement, self-employment tax reimbursement, etc.). The package shall be reviewed annually by December 31 for the following year. The Local Church Administrative Council will forward to the Conference the results of its annual review in its January report of the following year.

9] Each local church shall defray the expenses of its Senior Pastor to all meetings of the Conference and to General Conference.

10] In the case of a vacancy in the office of Senior Pastor, the Local Church Administrative Council shall contact the Conference Superintendent to arrange for the pulpit to be filled.

11] It shall be the responsibility of the Local Church Administrative Council, through the Senior Pastor, or his appointee, to investigate allegations that may reflect on members of the church, hear

complaints against them, and settle differences without a hearing, when possible. However, the Local Church Administrative Council is expected to report allegations of criminal abuse of a minor to the appropriate authority immediately.

12] The Local Church Administrative Council shall be responsible for making sure the church has appropriate and adequate property, financial, and liability insurance coverage.

13] Pastors and Local Church Administrative Councils shall comply with Internal Revenue Service (IRS) regulations relative to finances and records.

7) Local Church Ministries Cabinet

a) The Local Church Administrative Council has the discretion to establish a Local Church Ministries Cabinet. If established, the Local Church Ministries Cabinet, chaired by the Senior Pastor, shall exist to facilitate communication and coordination among the ministries and departments of the local church.

b) The Local Church Ministries Cabinet shall consist of the following members:

1] The members of the Local Church Administrative Council

2] All local church department heads and ministry leaders

3] Other members, including elders and deacons, recommended by

the Senior Pastor and approved by the Local Church Administrative Council

c) The Authority and Duties of the Local Church Ministries Cabinet

- 1] The Local Church Ministries Cabinet shall be the instrument through which the Senior Pastor communicates the mission/vision, purposes, and objectives of the local church to the local church department heads and ministry leaders.
- 2] The Local Church Ministries Cabinet shall meet only at the call or with the permission of the Senior Pastor.
- 3] The Local Church Ministries Cabinet shall have at least two regular meetings per calendar year. The Senior Pastor may schedule additional called meetings as necessary.
- 4] The Local Church Ministries Cabinet shall be responsible for reviewing and facilitating the coordination of the various policies and procedures of local church departments and ministries.
- 5] The Local Church Ministries Cabinet shall have the right to recommend changes in policy and procedure to the local church councils, boards, and committees responsible for establishing the policies and procedures of the local church.

- 8) If a local church chooses to establish other boards and committees, membership on such boards and committees will be subject to qualifications established by the

1 Local Church Administrative Council.

2 2. Other Models of Local Church Leadership and Organizational Structure

3 If a Senior Pastor and Local Church body, in a duly convened business session, determine that a
4 different organizational structure would enhance their local ministry, the church may submit a
5 proposal for an alternate structure to their Conference Executive Council for approval. The
6 Conference Executive Council shall approve alternate structures presented if the structure meets
7 the following criteria:

- 8 a. The structure is in harmony with the Articles of Faith and the financial guidelines of the
9 International Pentecostal Holiness Church.
- 10 b. The structure provides for adequate accountability.
- 11 c. The structure is in compliance with the Conference and General Conference delegate
12 structure of the International Pentecostal Holiness Church.

Article IV. Clergy

(The pronouns *he*, *his*, and *him* and the suffix -*n man* as used throughout this document are intended in a generic, not a gender-specific, sense.)

A. The International Pentecostal Holiness Church, through Conferences, issues the following clergy credentials:

1. Local Church Minister's ~~Certificate~~ License
2. Minister's License, Minister of Discipleship Ministries License, Minister of Music License
3. Certificate of Ordination

B. Local Church Minister's **Certificate License**

- ## 1. Overview

The Conference Executive Council shall have the authority to grant or revoke the Local Church Minister's ~~Certificate~~ License. The presentation of the Local Church Minister's ~~Certificate~~ License may be delegated to the local church.

2. In order to be eligible for the Local Church Minister's [Certificate License](#), a candidate must:

- a. Subscribe to and demonstrate character consistent with the International Pentecostal Holiness Church Articles of Faith and Covenant of Commitment.
- b. Be a member of a local IPHC church and be recommended by that local church. This recommendation must be in writing and signed by the Senior Pastor and church secretary.
- c. Be certain of a definite call to Christian work.
- d. Complete the prescribed study program.
- e. Be approved by a Conference-approved screening/interview committee [after the](#)

~~committee has conducted a credit check and a criminal background check~~ upon completion of the following: Credit Check, FBI Criminal Background Check, Child Abuse Background Check, and be in compliance with any and all regulations required by state law.

f. The Senior Pastor under whom Local Church Minister serves shall notify the Conference Superintendent in writing if the minister no longer meets the qualifications of his ~~certificate~~ license. The Senior Pastor shall annually affirm in writing to the Superintendent the standing of the Local Church Minister.

g. Any Local Church Minister not serving under an International Pentecostal Holiness Church Senior Pastor shall report directly to the Conference Superintendent.

3. Authority and Duties

a. Local Church Ministers are amenable to the local church where they hold their membership and shall tithe their income to the local church treasury.

b. Any person with a Local Church Minister's ~~Certificate~~ License who is serving as a Senior Pastor shall be amenable to that respective Conference, shall follow the tithing and reporting requirements that apply to a licensed minister, and shall be granted a vote in Conference sessions.

c. Local Church Ministers may participate in, but may not perform or officiate at, marriage ceremonies. Such participation must follow the IPHC's guidelines regarding marriage as being between one man and one woman.

4. Prescribed Study Program

a. The training requirements for the Local Church Minister's ~~Certificate~~ License, as specified in the Ministerial Credentials Program established by the Council of Bishops, in session, may be satisfied through:

- 1) The International Pentecostal Holiness Church Ministerial Credentials Program course of study. This course of study may be completed through:
 - a) A Conference-administered International Pentecostal Holiness Church Ministerial Credentials Program, or
 - b) A Conference-administered School of Ministries ~~Equipping the Saints (ETS) Basic Level program~~ which incorporates the International Pentecostal Holiness Church Ministerial Credentials Program, or
 - c) A local church ~~ETS Basic Level~~ School of Ministries program which incorporates the International Pentecostal Holiness Church Ministerial Credentials Program and is recognized by the Conference, or
 - 2) A prescribed course of study in a Pentecostal Holiness college or its equivalent in another church-related college (If the course of study does not include the study of the *International Pentecostal Holiness Church Manual*, IPHC Doctrine, ~~or~~ and IPHC History, the candidate is required to complete the Ministerial Credentials Program courses covering these topics), or
 - 3) For transferees credentialed by another fellowship, other training programs which are equivalent to any of the above options, in addition to the courses in the Ministerial Credentials Program covering the *International Pentecostal Holiness Church Manual*, IPHC Doctrine, and IPHC History.
- b. The Director of Clergy Development shall provide a standard list of questions. This list of questions shall be sent to every Conference, and all Conference

credentials committees shall be requested to ask these questions in an oral interview with every candidate for Local Church Minister's Certificate License.

C. Minister's License

1. Overview

a. There are three forms of Minister's License

1) Minister's License

2) Minister of Discipleship Ministries License

3) Minister of Music License

b. For those pursuing pastoral/evangelistic ministry, the Minister's License is the entry-level credential for the purpose of training and maturing as a minister. For those with a ministry focus of discipleship ministries or music, the Minister of Discipleship Ministries License and the Minister of Music License are the credentials that recognize their ministry specialty.

c. The Conference, in Conference session, shall have the authority to grant the Minister's License. The Conference Executive Council may grant a ministerial license under special circumstances.

2. In order to be eligible for a Minister's License, a candidate must:

a. Subscribe to and demonstrate character consistent with the International Pentecostal Holiness Church Articles of Faith and Covenant of Commitment

b. Be a member of a local IPHC church and be recommended by that local church.

1 This recommendation must be in writing and signed by the Senior Pastor and
2 church secretary.

3 c. Be certain of a definite call to ministry and leadership according to Ephesians
4 4:11

5 d. Complete the prescribed study program

6 e. Be approved by a Conference-approved screening/interview committee ~~after the~~
7 ~~committee has conducted a credit check and a national criminal background~~
8 ~~check~~ upon completion of the following: Credit Check, FBI Criminal Background
9 Check, Child Abuse Background Check, and be in compliance with any and all
10 regulations required by state law.

11 3. Authority and Duties

12 a. It shall be the duty of Licensed Ministers to participate in all phases of the church
13 program – General, Conference, and local.

14 b. All Licensed Ministers are amenable to the Conference, Conference
15 Superintendent, and Conference Executive Council.

16 c. Licensed Ministers not serving as officials or pastors should use their spiritual
17 gifts and ministries to help build the church.

18 d. Licensed Ministers are required to attend the Annual Conference Session of the
19 Conference. Those who are unable to attend shall submit an acceptable written
20 explanation of their absence to the Conference Superintendent. Those failing to
21 do so for two (2) consecutive conference shall forfeit their Minister's License.

- 1 e. Licensed Ministers are expected to attend Conference-sponsored activities.
- 2 f. Licensed Ministers are expected to preach God's word consistently with their
- 3 calling and credentials.
- 4 g. Licensed Ministers must maintain ministerial activity to retain credentials.
- 5 h. Since tithing is the biblical basis for the financial guidelines of the church
- 6 (Genesis 14:20; Malachi 3:8-11; Matthew 23:23), clergy are to serve as leaders
- 7 and role models for the church in tithing. This includes retired clergy. To do so,
- 8 they must pay full tithe (10 percent of all income) into the storehouse. The
- 9 "storehouse" for the minister is the Conference treasury (just as the "storehouse"
- 10 for the church member is the local church treasury). In light of this position, all
- 11 clergy are required to give a full tithe monthly into the Conference treasury, or the
- 12 General treasury, according to their membership status, and to report monthly on
- 13 forms provided. Licensed Ministers are expected to tithe monthly to their
- 14 Conference on all income from both ministerial and secular sources. Income for
- 15 these purposes included, but is not limited to, salary, housing allowance, utilities
- 16 paid by a church, and honoraria.

17 The Licensed Minister who does not tithe shall be dealt with in the following

18 manner:

- 19 1) If a Licensed Minister has not reported and given the tithe for three (3)
- 20 months, he shall be required to meet with the Conference ~~Executive~~
- 21 ~~Council~~ Superintendent. If satisfactory amends are not made, he is
- 22 required to meet with the Conference Executive Council.
- 23 2) In the event he does not meet with the Conference Executive Council

1 when requested ~~or does not make satisfactory amends~~, he shall forfeit his
2 Minister's License.

3 3) Any Licensed Minister forfeiting his Minister's License in one Conference
4 for failure to tithe shall not be considered for license in any other
5 Conference until he has been reconciled to the Conference in which he
6 forfeited his credentials.

7 i. Appropriate ministerial ethics and courtesy shall be observed when a Licensed
8 Minister is invited to perform ministry in the church of another pastor.

9 j. Licensed Ministers, other than the Senior Pastor, are not to become involved in
10 the official business of the local church. When Licensed Ministers participate in
11 the ministries of the local church, participation shall be in full cooperation with the
12 Senior Pastor, and they shall be amenable to the Senior Pastor.

13 k. Licensed Ministers may conduct marriage ceremonies in accordance with the
14 teaching of the Scriptures and state laws. IPHC clergy shall only perform or
15 participate in marriage ceremonies or marriage blessings between one man and
16 one woman. This policy is applicable to IPHC clergy who serve in capacities
17 outside the scope of normal pastoring, such as military, hospital, and corporate
18 chaplains.

19 l. All Licensed Ministers must participate annually in a continuing education
20 program provided or approved by the General Conference or Conference (2
21 Timothy 2:15). Any minister failing to meet this requirement will forfeit his
22 credentials. This excludes retired clergy.

23 m. When possible, retired Licensed Ministers are to continue their ministries through

1 evangelization, church planting, interim pastorates, Sunday school teaching,
2 visitation, etc. To enhance their ministries, Conference Superintendents and
3 Senior Pastors shall call on the expertise and knowledge of retired clergy.

4 4. Prescribed Study Program

5 a. The training requirements for the Minister's License, as specified in the Ministerial
6 Credentials Program established by the Council of Bishops, in session, may be
7 satisfied through:

8 1) The International Pentecostal Holiness Church Ministerial Credentials
9 Program course of study for the Minister's License. This course of study
10 may be completed through:

11 a) A Conference-administered School of Ministry meeting the course
12 requirements of the Ministerial Credentials Program, or

13 b) A Conference-administered self-study program meeting the course
14 requirements of the International Pentecostal Holiness Church
15 Ministerial Credentials Program, or

16 2) A prescribed course of study in a Pentecostal Holiness college or its
17 equivalent in another church-related college (if the course of study does
18 not include the study of the *International Pentecostal Holiness Church*
19 *Manual*, IPHC Doctrine, ~~or~~ and IPHC History, the candidate is required to
20 complete the Ministerial Credentials Program courses covering these
21 topics), or

22 3) For transferees credentialed by another fellowship, other training

1 programs which are equivalent to any of the above options, in addition to
2 the courses in the Ministerial Credentials Program covering the
3 *International Pentecostal Holiness Church Manual*, IPHC Doctrine, and
4 IPHC History

- 5 b. The Director of Clergy Development shall provide a standard list of questions.
6 The list of questions shall be sent to every Conference, and all Conference
7 credentials committees shall be requested to ask these questions in an oral
8 interview with every candidate for Minister's License.

9 5. Other Provisions

- 10 a. Licensed Ministers are required to maintain their nominal membership in an
11 International Pentecostal Holiness Church Member Church. If a Licensed Minister
12 ceases to be a credentialed minister of the International Pentecostal Holiness
13 Church, he shall become a regular member of the local church in which he holds
14 nominal membership.
- 15 b. Licensed Ministers pursuing pastoral/evangelistic ministry are encouraged to
16 seek ordination. Other Licensed Ministers (Ministers of Discipleship Ministry and
17 Ministers of Music) may or may not choose to be ordained.
- 18 c. Licensed Ministers shall be eligible to participate in all Conference benefits in the
19 Conference in which they have been issued a Minister's License.
- 20 d. Conference may be allowed to charge an application fee for credentials and a
21 card to be issued.
- 22 e. A Conference may rebate to local churches a part of the tithe paid by full-time

Licensed Ministers serving them as Associate Pastors.

- f. Any Ordained or Licensed Minister whose current ministry is entirely in a local church in a non-pastoral position may request that his credentials be converted to a Local Church Minister's Certificate License until his ministry expands beyond the local church. Reinstatement of license status includes reapplying to the Conference Executive Council.
- g. Clergy who withdraw from the Conference in good standing or whose credentials are converted to Local Church Minister's Certificate License are eligible for reinstatement in the Conference where they held membership upon application to and the approval of the Conference Executive Council.

D. Certificate of Ordination

1. Overview

- a. The Certificate of Ordination is the highest clergy credentials issued by the International Pentecostal Holiness Church.
- b. The Conference, in Conference session, shall have the authority to grant the Certificate of Ordination. The Conference Executive Council may grant a Certificate of Ordination under special circumstances.

2. In order to be eligible for a Certificate of Ordination, a candidate must:

- a. Have been a Licensed Minister for at least two years (The Conference Executive may waive this requirement in exceptional circumstances with the approval of the General Superintendent.)

- b. Subscribe to and demonstrate character consistent with the International Pentecostal Holiness Church Articles of Faith and Covenant of Commitment
- c. Be a member of a local IPHC church and be recommended by that local church. This recommendation must be in writing and signed by the Senior Pastor and church secretary.
- d. Be certain of a definite call to ministry and leadership according to Ephesians 4:11
- e. Complete the prescribed study program
- f. Be approved by a Conference-approved screening/interview committee ~~after the committee has conducted a credit check and a criminal background check~~ upon completion of the following: Credit Check, FBI Criminal Background Check, Child Abuse Background Check, and be in compliance with any and all regulations required by state law.

3. Authority and Duties

- a. It shall be the duty of Ordained Ministers to participate in all phases of the church program – General, Conference, and local.
- b. All Ordained Ministers are amenable to the Conference, Conference Superintendent, and Conference Executive Council.
- c. Ordained Ministers not serving as officials or Senior Pastors should use their spiritual gifts and ministries to help build the church.
- d. Ordained Ministers are required to attend the Annual Conference Session of the

Conference. Those who are unable to attend shall submit an acceptable written explanation of their absence to the Conference Superintendent. Those failing to do so for two (2) consecutive conferences shall forfeit their Certificate of Ordination.

e. Ordained Ministers are expected to attend Conference-sponsored activities.

f. Ordained Ministers are expected to preach God's Word consistently with their calling and credentials.

g. Ordained Ministers must maintain ministerial activity to retain credentials.

h. Since tithing is the biblical basis for the financial guidelines of the church (Genesis 14:20; Malachi 3:8-11; Matthew 23:23), clergy are to serve as leaders and role models for the church in tithing. This includes retired clergy. To do so, they must pay full tithe (10 percent of all income) into the storehouse. The "storehouse" for the minister is the Conference treasury (just as the "storehouse" for the church member is the local church treasury). In light of this position, all clergy are required to give a full tithe monthly into the Conference treasury, or the General treasury according to their membership status, and to report monthly on forms provided. Ordained Ministers are expected to tithe monthly to their Conferences on all income from both ministerial and secular sources. Income for these purposes includes, but is not limited to, salary, housing allowances, utilities paid by a church, and honoraria.

The Ordained Minister who does not tithe shall be dealt with in the following manner:

1) If an Ordained Minister has not reported and given the tithe for three (3)

1 months, he shall be required to meet with the Conference ~~Executive~~
2 ~~Council~~ Superintendent. If satisfactory amends are not made, he is
3 required to meet with the Conference Executive Council.

4 2) In the event he does not meet with the Conference Executive Council
5 when requested ~~or does not make satisfactory amends~~, he shall forfeit his
6 Certificate of Ordination.

7 3) Any Ordained Minister forfeiting his Certificate of Ordination in one
8 Conference for failure to tithe shall not be considered for ordination in any
9 other Conference until he has been reconciled to the Conference in which
10 he forfeited his credentials.

11 i. Appropriate ministerial ethics and courtesy shall be observed when an Ordained
12 Minister is invited to perform ministry in the church of another pastor.

13 j. Ordained Ministers, other than the Senior Pastor, are not to become involved in
14 the official business of the local church. When Ordained Ministers participate in
15 the ministries of the local church, participation shall be in full cooperation with the
16 Senior Pastor, and they shall be amenable to the Senior Pastor.

17 k. Ordained Ministers may conduct marriage ceremonies in accordance with the
18 teaching of the Scriptures and state laws. International Pentecostal Holiness
19 Church clergy shall only perform or participate in marriage ceremonies or
20 marriage blessings between one man and one woman. This policy is applicable
21 to International Pentecostal Holiness Church clergy who serve in capacities
22 outside the scope of normal pastoring, such as military, hospital, and corporate
23 chaplains.

1 I. All Ordained Ministers must participate annually in a continuing education
2 program provided or approved by the General Conference or Conference (2
3 Timothy 2:15). Any minister failing to meet this requirement will forfeit his
4 credentials. This excludes retired clergy.

5 m. When possible, retired Ordained Ministers are to continue their ministries through
6 evangelization, church planting, interim pastorates, Sunday school teaching,
7 visitation, etc. To enhance their ministries, Conference Superintendents and
8 Senior Pastors shall call on the expertise and knowledge of retired clergy.

9 4. Prescribed Study Program

10 a. The training requirements for the Certificate of Ordination, as specified in the
11 Ministerial Credentials Program established by the Council of Bishops, in
12 session, may be satisfied through:

13 1) The International Pentecostal Holiness Church Ministerial Credentials
14 Program course of study for the Certificate of Ordination. This course of
15 study may be completed through:

16 a) A Conference-administered School of Ministry meeting the course
17 requirements of the Ministerial Credentials Program, or

18 b) A Conference-administered self-study program meeting the course
19 requirements of the International Pentecostal Holiness Church
20 Ministerial Credentials Program, or

21 2) A prescribed course of study in a Pentecostal Holiness college or its
22 equivalent in another church-related college (if the course of study does

not include the study of the *International Pentecostal Holiness Church Manual*, IPHC Doctrine, ~~or~~ and IPHC History, the candidate is required to complete the Ministerial Credentials Program courses covering these topics), or

- 3) For transferees credentialed by another fellowship, other training programs which are equivalent to any of the above options, in addition to the courses in the Ministerial Credentials program covering the *International Pentecostal Holiness Church Manual*, IPHC Doctrine, and IPHC History.

- b. The Director of Clergy Development shall provide a standard list of questions. This list of questions shall be sent to every Conference, and all Conference credentials committees shall be requested to ask these questions in an oral interview with every candidate for Certificate of Ordination.

5. Other Provision

- a. Ordained Ministers are required to maintain their nominal membership in an International Pentecostal Holiness Church Member Church. If an Ordained Minister ceases to be a credentialed minister of the International Pentecostal Holiness Church, he shall become a regular member of the local church in which he holds nominal membership.
- b. Ordained Ministers shall be eligible to participate in all Conference benefits in the Conference in which they have been issued a Certificate of Ordination.
- c. Conferences may be allowed to charge an application fee for credentials and a card to be issued.

d. A Conference may rebate to local churches a part of the tithe paid by full-time Ordained Ministers serving them as Associate Pastors.

e. The Conference Superintendent shall plan or arrange an appropriate ordination service.

E. Continuing Education Program

1. The Director of Clergy Development, in consultation with church schools and the Executive Committee, shall provide a continuing education program for Licensed and Ordained Ministers and missionaries in the International Pentecostal Holiness Church. The Conference Superintendent shall be responsible for implementation and supervision of the Continuing Education Units (CEU) Program.
2. All Licensed and Ordained Ministers, except retired clergy, must participate annually in a continuing education program established by the Council of Bishops in session (2 Timothy 2:15).

F. Other Provisions Regarding Clergy Credentials

1. Transfer of Credentials From Other Fellowships – The Conference Executive Council has the authority to grant credentials to clergy from other fellowships who meet the ministerial requirements of the International Pentecostal Holiness Church Ministerial Credentials Program.
2. All International Pentecostal Holiness Church ministerial credential certificates should be uniform in size and include the words “Valid with current I.D. card.”

- 1 3. Certificate of Recognition – A local church may issue a certificate of recognition to its
2 minister of discipleship ministries, youth, music, children’s ministries, visitation,
3 evangelism, etc. This certificate is to be signed by the Senior Pastor and church
4 secretary and shall be recognized by all International Pentecostal Holiness churches.

5 **G. Divorce and Remarriage**

- 6 1. ~~This section applies to~~ Criteria for divorced persons who might also have remarried, but
7 have never been credentialed in the IPHC are as follows:
- 8 a. If a person has been divorced and then remarried, and believes at least one of
9 the principles stated in the *International Pentecostal Holiness Church Manual*
10 applies (Constitution, Section VIII), the individual may apply to an IPHC
11 Conference for the Local Church Minister’s ~~Certificate~~ License, a Minister’s
12 License, or a Certificate of Ordination.
- 13 b. The Conference Executive Council, or a committee appointed by the Conference
14 Executive Council, shall use the principles in Section VIII of the Constitution as its
15 basis for considering all such applications.
- 16 c. The Conference Executive Council shall have the authority to require a copy of
17 the divorce decree and any other documents or information it deems appropriate
18 in making a wise decision. This applies to the spouse as well, if both are
19 divorced.
- 20 d. The candidate must have proven himself in his current marriage to be faithful
21 according to the biblical passages of 1 Timothy 3:1-13 and Titus 1:6-9 for a time

period to be set by the Conference Executive Council, with one year as a minimum.

2. ~~This section applies to~~ Criteria for a minister credentialed in the International Pentecostal Holiness Church who divorces and/or remarries are as follows:

- a. If the Conference Executive Council determines that a credentialed minister's divorce was justifiable according to at least one of the criteria in the *International Pentecostal Holiness Church Manual* (Constitution, Section VIII), the minister shall be permitted to continue ministry without interruption. In addition, no ecclesiastical penalty shall apply if the individual remarries.
- b. A minister holding credentials in the International Pentecostal Holiness Church who divorces his spouse and remarries under circumstances other than those specified above will be required to surrender his credentials, and he shall not be eligible to be restored to credentialed ministry.
- c. The national Director of Clergy Development is responsible to serve as a resource person to Conference bishops and their executive councils regarding issues of divorce and remarriage and restoration.
- d. Because a ministerial divorce is always devastating to an innocent spouse and to children, the Conference Executive Council, after consulting with the national Director of Clergy Development, shall institute a program to help bring the spouse and children back to emotional health.
- e. Recognizing that a minister's moral failure can be destructive to a church, the

- 1 Conference Executive Council shall formulate a plan of restoration for a church to
- 2 help bring the congregation to healing.

Article V. Financial Guidelines

(The pronouns *he*, *his*, and *him* and the suffix – man as used throughout this document are intended in a generic, not a gender-specific sense.)

The International Pentecostal Holiness Church is committed to the principle of biblical stewardship. We affirm that all resources belong to God and are entrusted to His people for the expansion of His Kingdom.

A. General Level

1. ~~Council of Bishops~~ Finance Committee (~~hereinafter "Finance Committee"~~)

a. The Council of Bishops, in session, shall appoint an eight-member Finance Committee based on the recommendation of the Executive Committee.

1) The Finance Committee shall be composed of

a) A chairman

b) Three (3) Conference Superintendent Members of the Council of Bishops

c) Two (2) clergy, and

d) Two (2) laypersons

2) No member of the Executive Committee or direct subordinate of the Executive Committee or Global Ministry Center employee shall serve on this committee.

3) The Finance Committee Chairman shall meet with the Executive Committee at least once per year to report on the work of the Finance Committee and to receive input from the members of the Executive

1 Committee.

2 4) The Finance Committee Chairman shall meet with the Council of Bishops
3 at each regular meeting of the Council of Bishops to report on the
4 financial condition of the International Pentecostal Holiness Church, Inc.,
5 and the work of the Finance Committee and to receive input from the
6 members of the Council of Bishops.

7 5) The term of office for the Finance Committee members shall be
8 determined by the Council of Bishops.

9 6) The Finance Committee in place before a General Conference shall
10 remain in place through December 31 of the year of General Conference.
11 Newly elected members shall assume their duties on January 1 of the
12 year following General Conference.

13 7) If a vacancy occurs on the committee, the replacement members will be
14 nominated and elected by the same process as the original members.
15 Any member who is absent for two (2) consecutive meetings may be
16 replaced.

17 8) The Finance Committee shall operate according to policies and
18 procedures approved by the Council of Bishops in session. Such policies
19 and procedures shall include the Global Ministry Center budgeting
20 process, financial accountability standards, and other financial guidelines.

21 9) All members of the Executive Committee shall have access to the

1 Finance Committee for the purpose of receiving financial information and
2 giving recommendations and input.

3 b. Authority and Duties of the Finance Committee

4 1) The Finance Committee shall analyze and evaluate the impact of financial
5 matters and provide counsel in denominational financial affairs.

6 2) Based on recommendations of the Executive Committee approved and/or
7 amended by the Council of Bishops, in session, the Finance Committee
8 shall review and recommend for approval all General-level budgets. Such
9 budgets shall be subject to final approval by the Council of Bishops.

10 3) The Finance Committee shall allocate available income to the funds,
11 ministries, departments, ministries, and other entities at the General
12 Level. Any entity which receives an allocation of funds either for operation
13 or payroll, shall function according to the Finance Committee Policies and
14 Procedures, referred to in Article V, Section A, paragraph 1, a, 8. The
15 income to be allocated shall consist of the following amounts received
16 from the Conferences by the General Treasury.

17 a) The General portion of all Clergy Tithes

18 b) The General portion of all Church Tithes

19 4) The Finance Committee shall set the compensation packages of all
20 Global Ministry Center personnel.

- 1 5) Any appeal of budgetary decisions shall be decided by a majority vote of
2 the Council of Bishops in session.
- 3 6) Any additional personnel positions at the Global Ministry Center must be
4 approved in advance by the Finance Committee.
- 5 7) The Finance Committee shall set aside a reserve for emergency
6 purposes.
- 7 8) The Finance Committee shall recommend to the Council of Bishops for
8 final approval the expenditure of all excess, unbudgeted funds.

9 2. Other General-Level Positions

- 10 a. All church-wide appeals for financial support must be approved by the Council of
11 Bishops in session.
- 12 b. The financial record and financial statements of each General-level corporate
13 entity of the International Pentecostal Holiness Church and the International
14 Pentecostal Holiness Church, Inc., shall be audited annually by a Certified Public
15 Accountant (CPA). The auditor's report shall be submitted to the Global Ministry
16 Center within 30 days of issuance.
- 17 c. Each General Conference delegate will receive a summary financial statement
18 for the previous term.
- 19 d. Funds received by elected General officials and administrative staff for camp
20 meetings, revivals, etc., ~~should~~ will be applied, according to the Finance

Committee Policies and Procedures in place ~~first toward reimbursement of travel~~
~~expenses.~~

e. If an entity is not under the direct control of the International Pentecostal Holiness Church, the entity may receive funding from the General level of the International Pentecostal Holiness Church only if both of the following apply:

1) Seventy percent (70%) or more of the membership of the governing board of the entity is composed of active members in good standing of the International Pentecostal Holiness Church, and

2) The Executive Director of Discipleship Ministries shall serve as the designated liaison to entities of higher education and benevolence.

a) He shall consult with the Executive Committee and board of trustees of any institution of higher education that is considering the selection of the institution's president.

b) He is an ex-officio full-voting member of the Executive Committee or equivalent of the entity's governing board.

c) The Executive Director of Discipleship Ministries shall consult with the Executive Committee and the board of trustees of any benevolent institution that is considering the selection of the institution's chief executive officer.

2) ~~The Executive Director of Discipleship Ministries, the designated liaison to entities of higher education or benevolence, is an ex-officio full-voting member of the executive committee (or equivalent) of the entity's governing board.~~

B. Conferences

1. Conference shall send the following amounts to the General Treasury monthly.

a. Seventy-five percent (75%) of the tithes received from the following clergy:

- 1) Full-time elected General officials
- 2) Full-time General-level institution heads
- 3) Full-time General Director-level employees of the Global Ministry Center
- 4) Full-time active-duty military chaplains
- 5) Full-time Veterans Administration chaplains

b. Ten percent (10%) of the tithes received from all clergy not listed in paragraph a. above.

c. Fifty-five percent (55%) of the Church Tithes received from Member or Affiliate Churches.

2. Conference shall forward the General portion of the Church Tithe and any designated funds received to the appropriate entity monthly.

3. In addition to the Church Tithe, Conferences are encouraged to support additional essential ministry through voluntary designated giving.

- 1 4. Each Conference Discipleship Ministries Department shall tithe monthly to the General
2 Discipleship Ministries Department on all Discipleship Ministries tithes from local
3 churches. Tithes from the following Conference ministries shall be designated for the
4 same ministry at the General level:
- 5 a. ~~Girls' Ministries~~ Boys' Ministries
6 b. ~~Men's Ministries~~ Girls' Ministries
7 c. ~~Royal Rangers~~ Men's Ministries
8 d. Women's Ministries
- 9 5. Conference are not allowed to establish Conference allocations in addition to the Church
10 Tithe. This does not prohibit Conferences from conducting special fundraising or capital
11 campaigns for specific projects.
- 12 6. ~~The Council of Bishops shall establish and enforce a plan of financial accountability for~~
13 ~~Conferences.~~ IPHC Conference Financial Accountability
- 14 a. IPHC Conferences shall comply with the Financial Guidelines in the *International*
15 *Pentecostal Holiness Church Manual.*
- 16 b. The Conference treasurer shall provide a monthly financial report to the
17 Conference Executive Council. The report shall include:
- 18 1) All receipts of income
19 2) All expenditures
20 3) All banking and investment accounts

4) A year-to-date tithe report for ministers and churches

c. The monthly report, including statement of income and expenses and the banking and investment accounts, shall be sent to the office of the IPHC Chief Financial Officer along with the usual reporting of tithes and other contributions.

d. Conferences with an annual income of less than \$500,000 shall have an annual compilation of the financial statements by an approved accountant. The results of that compilation shall be presented to the Conference Executive Council, the Annual Conference, and the Executive Committee of the Council of Bishops.

e. Conferences with an annual income of \$500,000 - \$1,000,000 shall have at least an annual review of the financial statements by an independent Certified Public Accountant. The results of that review shall be presented to the Conference Executive Council, the Annual Conference, and the Executive Committee of the Council of Bishops.

f. Conferences with an annual income of more than \$1,000,000 shall have an annual audit of the financial statements by an independent Certified Public Accountant. The results of that audit will be presented to the Conference Executive Council, the Annual Conference, and the Executive Committee of the Council of Bishops.

C. Local Churches

1. Based on the biblical tithing principle, Local Member Churches shall send a Church Tithe 10 percent (10%) monthly to their conferences on their tithes and regular offerings.

2. Member Churches shall not divert tithes into building funds or other special offerings to avoid contributing Church Tithe.
3. In addition to the Church Tithe, Member Churches are encouraged to support additional essential ministry through voluntary designated giving.
4. Each of the distinctive discipleship ministries of the church at the local level shall tithe on all income not designated for special projects to the Conference Discipleship Ministries Department. Tithes from the following local church ministries shall be designated for the same ministry at the Conference level:
 - a. ~~Girls' Ministries~~ Boys' Ministries
 - b. ~~Men's Ministries~~ Girls' Ministries
 - c. ~~Royal Rangers~~ Men's Ministries
 - d. Women's Ministries
5. Conference Superintendents, assisted by their Conference Executive Councils, will be responsible for promoting the compliance of Member Churches with the Church Tithe system and educating the local church constituency with regard to our system of financial support, with emphasis on our cooperative effort, which enables us to minister in areas of missions, education, evangelism, etc., that could not be accomplished by individual efforts.
6. ~~The Council of Bishops shall establish and enforce a plan of financial accountability for Local Churches.~~ Local Church Financial Accountability
 - a. Local IPHC churches shall comply with the Financial guidelines in the

International Pentecostal Holiness Church Manual.

b. The Local Church Administrative Council shall receive a financial report at each of its regularly scheduled meetings. The report shall include:

1) All receipts of income

2) All expenditures

3) All banking and investment accounts

c. Local churches with an annual income of less than \$500,000 will send year-end financial reports, including a balance sheet and statement of income and expenses, to the Conference Superintendent and the Conference Executive Council on an annual basis. These reports should be approved by motion of the Local Church Administrative Council; signed by both the Senior Pastor and Local Church Treasurer, then submitted to the Conference office by January 31st of the following year.

d. Local churches with an annual income of \$500,000 - \$1,000,000 shall have at least an annual review of the financial statements by an independent Certified Public Accountant. The results of the financial review shall be forwarded to the Conference Superintendent and the Conference Executive Council. This report should be approved by motion of the Local Church Administrative Council and signed by both the Senior Pastor and the Local Church Treasurer.

e. Local churches with an annual income of more than \$1,000,000 shall have an annual audit of the financial statements by an independent Certified Public

Accountant. The results of the audit will be forwarded to the Conference Superintendent and the Conference Executive Council. This report should be approved by motion of the Local Church Administrative Council and signed by both the Senior Pastor and the Local Church Treasurer.

7. The financial provisions in items 1-~~5~~ 6 above apply to Member Churches. Affiliate Churches may choose to participate in the financial program of the International Pentecostal Holiness Church but are not required to supply financial support in order to qualify as an Affiliate Church. Affiliate Churches are not eligible to send delegates to Conference sessions or General Conference, even if they voluntarily participate financially.

D. Individuals

1. Local church members (except salaried missionaries) are expected to tithe to their local church on all sources of net income.
2. In addition the tithe, members are encouraged to support additional essential ministry through voluntary designated giving.
3. Licensed and Ordained clergy (except salaried missionaries) are expected to tithe monthly to their Conferences on all income from both ministerial and secular sources. Income for these purposes includes, but is not limited to, salary, housing allowance, utilities paid by a church, and honoraria. In addition to the tithe, clergy are expected to support additional essential ministry through voluntary designated giving.
4. An individual holding a Local Church Minister's Certificate License and serving as Senior

Pastor shall follow the guidelines for Licensed and Ordained clergy in paragraph 3 above.

5. All salaried missionaries are expected to tithe monthly to World Missions Ministries on all but is not limited to, salary, housing allowance, utilities paid by World Missions Ministries, and honoraria. In addition to the tithe, missionaries are expected to support additional essential ministry through voluntary designated giving.

E. Financial Support and Accountability Required for Representation

1. Member Church delegates to the Conference Sessions

- a. Only member Churches that comply with the Church Tithe are allowed to send church delegates to a Conference session.
- b. The number of delegates a church is allowed to send to the Conference session is based on the church's composite number. Member churches may send one delegate per 50 composite number or major fraction thereof. A member church with 50 members or fewer will qualify to send one delegate.

The composite number is the average of:

- 1) Church membership at the end of the most recent calendar year (For the purpose of calculating a church's composite number, the church membership shall not exceed 200 percent (200%) of the primary worship service[s] annual average attendance.)

2) Primary worship service(s) annual average attendance

2. Member Church Delegates to the General Conference

a. Only Member Churches that comply with the Church Tithe are allowed to send church delegates to a General Conference.

b. The number of delegates a church is allowed to send to General Conference is based on the church's composite number. Member churches may send one delegate per ~~100~~ 50 composite number or major fraction thereof. A member church with ~~100~~ 50 members or fewer will qualify to send one delegate.

The composite number is the average of:

1) Church membership at the end of the most recent calendar year (For the purpose of calculating a church's composite number, the church membership shall not exceed 200 percent (200%) of the primary worship service[s] annual average attendance.)

2) Primary worship service(s) annual average attendance

3. Clergy Delegates

The following clergy who tithe are eligible to serve as delegates to Conference sessions and General Conference.

a. Ordained Ministers

b. Licensed Ministers

c. Local Church Ministers serving as Senior Pastors

- 1 4. Clergy and laypersons will qualify for membership on all councils, boards, and
2 committees on all levels based on their compliance with the financial guidelines. Only lay
3 members who meet the qualifications to serve as members of a Local Church
4 Administrative Council shall be eligible to serve on General – and Conference-level
5 councils, boards, and committees.

6 **F. Other Financial Provisions**

- 7 1. Clergy incurring travel and transportation expenses in performing ministerial services
8 should be reimbursed based on applicable Internal Revenue Service (IRS) guidelines. In
9 the case of a minister who has no entity to provide reimbursement for ministerial travel
10 expenses, such expenses may be subtracted from the ministerial income when
11 calculating ministerial tithes.
- 12 2. To protect those under our care from potential abuse, all leaders and workers in the
13 International Pentecostal Holiness Church should be carefully screened before being
14 allowed to serve. Such screening should include a credit check and a criminal
15 background check.
- 16 3. The Global Ministry Center, in consultation with Conference Ministry Centers, shall
17 maintain a comprehensive, unified electronic reporting system (ERS) for gathering
18 information from local churches. All Conferences are required to report using the IPHC
19 Electronic Reporting System unless an exception is granted by the Executive Committee
20 of the Council of Bishops.

- 1 4. The Local Church Administrative Council, or designated finance committee, shall review
2 church personnel and pastoral compensation packages at least annually. Each church is
3 encouraged to contribute seven percent (7%) of each staff person's salary into the IPHC
4 Retirement Plan designated for the persons involved.

- 5 5. Employers of credentialed clergy at any level should consider providing a housing
6 allowance instead of a parsonage, when possible.

Article VI. Dispute Resolution and Disciplinary Procedures

(The pronouns he, his, and him and the suffix – man as used throughout this document are intended in a generic, not a gender-specific, sense.)

A. Overview

1. The Church and the Secular State's Justice System

- a. As stated below, an individual accused of wrongdoing under the church's Covenant of Commitment, or generally understand standards of Christian behavior, shall not be represented by legal counsel. Church hearings do not fall under civil or criminal law.
 - b. Notwithstanding the solely ecclesiastical nature of hearings and discipline described herein, any church member, employee, or official who becomes aware of allegations of criminal abuse of a minor is expected by the IPHC and, in most instances, required by the State to report the behavior to the appropriate law enforcement agency.
- #### 2. Historically, two types of situations have led to the need for church leadership to intervene, investigate, or gather fact and then render so type of decision or verdict.
- a. The first involves two or more parties who are in dispute over one or more issues. Often these situations do not involve blatant misconduct but result from miscommunication, misunderstanding, differences of opinion, or personality conflicts. These situations are addressed in the sections below under the heading "Dispute Resolution."
 - b. The second involves evidence discovered or accusations made of moral failure or other misconduct by a member of a Local Church, Conference, or the Council of Bishops. These situations require a determination of guilt or innocence and, in

the case of a confession or guilty verdict, the development of sanctions and a plan of restoration. These types of situations are addressed in the sections below under the heading “Disciplinary Procedure.”

3. In both types of situations, the positions the parties hold and the level of the church on which they minister determine to whom they are amenable and, therefore, who will address the situation at the General Conference or Local Church levels.

a. If accusations involve multiple levels of the church, the highest level involved shall have jurisdiction.

b. At the discretion of the higher level, the issue may be referred back to a lower level for disposition.

B. Coordination of Ecclesiastical Procedures with Employment Law, Regulations, Policies, and Procedures

1. If one or more parties to a dispute, or if one accused of ecclesiastical misconduct is employed by the church on the General, Conference, or Local level, it is possible that the ecclesiastical procedures in this Article will overlap applicable employment law, regulations, policies, and procedures.

2. In such a case, any actions related to the individual’s employment status should be addressed first to the extent possible. Once the employment consequences have been determined, the ecclesiastical issues should be addressed by following the provisions of this Article.

3. It is understood, however, that in some instances the outcome of the ecclesiastical procedures of this Article will affect the individual’s standing and therefore affect the

employment status. In such cases, the ecclesiastical and employment issues may have to be addressed simultaneously.

C. Dispute Resolution

Dispute Resolution shall follow these guidelines:

1. The goal of Dispute Resolution is to seek mutual agreement of all parties involved or to reconcile differing points of view.
2. Generally, and preferably, disputes between members of the Body of Christ are settled by the people involved in the spirit of Christian love without intervention by outside parties (Matthew 18:15-17).
3. If the parties are unsuccessful in settling their dispute, one or more of them should request help from an appropriate leader. In this case, the leader will serve as an objective, unbiased mediator in an attempt to reconcile the parties.

D. Disciplinary Procedures

Disciplinary action is considered when serious misconduct has impugned the integrity of the church and its ministry. Discipline is an exercise in spiritual authority for which the church is ultimately responsible (James 5:19, 20). Disciplinary action should be dispensed in a spirit of humility and mercy and with the intent of restoration (Galatians 6:1).

Disciplinary action is undertaken for the following purposes:

- * To honor God by maintaining the purity and integrity of the ministry**
- * While protecting the spiritual welfare of the church, to provide a path of repentance and restoration for those being disciplined.**

1. Disciplinary Procedure at the General Level

a. The following types of misconduct warrant the application of these disciplinary procedures at the General level.

- 1) A Council of Bishops member, a Director-level employee at the General level, or a member of a General-level council, board, or committee is accused of behavior that is significantly out of harmony with or materially violates the *International Pentecostal Holiness Church Manual*, or there is credible evidence of such behavior.
- 2) A Council of Bishops member, a Director-level employee at the General level; or a member of a General-level council, board, or committee is accused of engaging in misconduct that damages the witness, influence, or reputation of the International Pentecostal Holiness Church, or there is credible evidence of such misconduct.
- 3) If the accused is a Director-level employee or a member of a General-level council, board, or committee and is also clergy, at the discretion of the Executive Committee of the Council of Bishops, the issue may be addressed at the General level or referred to the Conference level for disposition.
- 4) If the accused is a Director-level employee or a member of a General-level council, board, or committee and is also non-clergy, at the discretion of the Executive Committee of the Council of Bishops, the issue may be addressed at the General level or referred to the Local level for disposition.
- 5) When criminal charges are brought against a member of the Council of Bishops, the General Superintendent shall have the authority to suspend

1 him until the matter is settled.

2 b. Initiating Disciplinary Procedures

3 1) In order for an accusation to be considered, it must meet the following
4 criteria:

5 a) It must be in writing and signed by an individual with firsthand
6 knowledge of the questioned behavior or misconduct.

7 b) The written accusation must include the following:

8 1] Description of the behavior or misconduct

9 2] Section of the *International Pentecostal Holiness Church*
10 *Manual* in question

11 3] Biblical law or principle violated

12 4] Name of the complainant/accuser

13 c) It must be submitted to the Executive Committee of the Council of
14 Bishops.

15 2) In the absence of an accusation, the Executive Committee of the Council
16 of Bishops may initiate these procedures if a majority of the Executive
17 Committee members determines that there is credible evidence of
18 misconduct.

19 3) If at any time during this process, the person confesses and repents, the
20 Executive Committee of the Council of Bishops shall establish a plan of
21 discipline and restoration as described in Part E. below.

c. Investigation

- 1) If an accusation meeting the criteria listed above is submitted to the Executive Committee of the Council of Bishops, the Executive Committee shall send a copy of the accusation to the accused person by certified mail within 10 days of receipt by the Executive Committee.
- 2) If an accusation meeting the criteria listed above is submitted to the Executive Committee of the Council of Bishops, or if the Executive Committee determines that there is credible evidence of misconduct, the General Superintendent, or his appointee(s), shall investigate the matter.
- 3) The results of the investigation, including any evidence gathered, shall be submitted to the Executive Committee of the Council of Bishops for consideration.
- 4) Once the Executive Committee of the Council of Bishops has considered the results of the investigation, the Executive Committee shall decide by majority vote one of the following:
 - a) There is sufficient credible evidence to warrant a hearing regarding the alleged misconduct, or
 - b) There is not sufficient credible evidence to warrant a hearing regarding the alleged misconduct. In such case, the parties involved shall be notified of the decision to dismiss the matter without further action.

d. Hearing

- 1) If the Executive Committee of the Council of Bishops determines a

hearing is warranted, the Executive Committee shall prepare and send formal written charges to the accused via certified mail at least 30 days prior to the hearing. The formal charges shall be based on the information gathered in the investigation and may or may not match the original accusation. At a minimum, formal charges shall include the following:

- a) Description of the behavior or misconduct
- b) Section of the *International Pentecostal Holiness Church Manual* in question
- c) Biblical law or principle violated
- d) Name of the complainant/accuser
- e) List and description of evidence of misconduct
- f) Explanation of the hearing process
- g) Date and place of hearing

2) Once formal charges are mailed, the accused person shall be suspended from ministry until the matter is settled. The Executive Committee of the Council of Bishops shall determine whether the suspension shall be with or without pay.

3) The hearing shall be conducted by the Executive Committee of the Council of Bishops chaired by the General Superintendent. If charges have been made against the General Superintendent, the Vice Chairman shall chair the hearing.

4) Hearings herein described are ecclesiastical in nature, and no legal

counsel is permitted to be present.

5) Hearings shall not be governed by state and/or federal rules of discovery or evidentiary standards.

6) Witnesses in support of the accused and/or the accuser are permitted in hearings. They shall be present only during their testimony or questioning by the panel.

7) No Executive Committee of the Council of Bishops member who is accused of misconduct shall serve on the panel that investigates or conducts a hearing regarding that accusation.

8) An Executive Committee of the Council of Bishops member with a conflict of interest regarding the charges being considered or regarding the outcome of the hearing shall recuse himself from the proceedings.

9) If, as a result of paragraphs 7) and/or 8) above, there are fewer than four eligible members of the Executive Committee of the Council of Bishops to serve as the hearing panel, the Council of Bishops shall appoint replacement hearing panel members from among the members of the Council of Bishops so there are at least four hearing panel members.

10) During the hearing, the Executive Committee of the Council of Bishops shall examine evidence and hear witnesses regarding the charges. Once, in the opinion of the Executive Committee, sufficient evidence has been presented, the Chair shall declare the hearing to be concluded.

e. Decision

1) Once the hearing is concluded, the Executive Committee of the Council of

1 Bishops shall enter executive session to consider the evidence and
2 witness testimony.

3 2) Based on the hearing, the Executive Committee of the Council of Bishops
4 shall determine whether the accused is guilty of each charge of
5 misconduct. If supported by the evidence presented, the Executive
6 Committee may also determine that the accused is guilty of misconduct
7 not specified in the charges.

8 3) If the Executive Committee of the Council of Bishops determines the
9 accused is not guilty of any of the charges, a written statement of such
10 finding shall be prepared and delivered to the accused. The accused shall
11 be reinstated to his position and ministry and provided retroactive pay if
12 the suspension was without pay.

13 4) If the Executive Committee of the Council of Bishops determines that the
14 accused is guilty of one or more of the charges, it shall impose one or
15 more sanctions from among the following:

16 a) Dismissal from elected or appointed office

17 b) Suspension from office or ministry for a period to be determined
18 by the Executive Committee of the Council of Bishops,
19 accompanied by the suspension of his ministerial credentials with
20 a plan for restoration as described in Part E. below.

21 c) Permanent revocation of ministerial credentials

22 f. Appeal

- 1) A finding of guilt and/or sanctions imposed by the Executive Committee of the Council of Bishops may be appealed to the entire Council of Bishops. The decision of the Council of Bishops is final. A finding of not guilty may not be appealed.
- 2) The appeal to the Council of Bishops must be submitted in writing to the General Superintendent (or, if the General Superintendent is the accused, to the Vice Chairman) within 30 days of the decision of the Executive Committee of the Council of Bishops.
- 3) The appeal must explain in detail why the appellant believes the Executive Committee of the Council of Bishops erred in its finding or in imposing the sanction(s).

2. Disciplinary Procedure at the Conference Level

- a. The following types of misconduct warrant the application of these disciplinary procedures at the Conference level.

- 1) A clergy member or a member of a Conference-level council, board, or committee is accused of behavior that is significantly out of harmony with or materially violates the *International Pentecostal Holiness Church Manual*, or there is credible evidence of such behavior.
- 2) A clergy member or a member of a Conference-level council, board, or committee is accused of engaging in misconduct that damages the witness, influence, or reputation of the International Pentecostal Holiness Church, or there is credible evidence of such misconduct.
- 3) If the accused is a non-clergy member of a Conference-level council,

board, or committee, at the discretion of the Conference Executive Council, the issue may be addressed at the Conference level or referred the Local level for disposition.

- 4) When criminal charges are brought against a member of the Conference, the Conference Superintendent shall have the authority to suspend him until the matter is settled.

b. Initiating Disciplinary Procedures

- 1) In order for an accusation to be considered, it must meet the following criteria:

a) It must be in writing and signed by an individual with firsthand knowledge of the questioned behavior or misconduct.

b) The written accusation must include the following:

1] Description of the behavior or misconduct

2] Section of the *International Pentecostal Holiness Church Manual* in question

3] Biblical law or principle violated

4] Name of the complainant/accuser

c) It must be submitted to the Conference Executive Council.

- 2) In the absence of an accusation, the Conference Executive Council may initiate these procedures if a majority of the Conference Executive Council members determines that there is credible evidence of

1 misconduct.

- 2 3) If at any time during this process, the person confesses and repents, the
3 Conference Executive Council shall establish a plan of discipline and
4 restoration as described in Part E. below.

5 c. Investigation

- 6 1) If an accusation meeting the criteria listed above is submitted to the
7 Conference Executive Council, the Conference Executive Council shall
8 send a copy of the accusation to the accused person by certified mail with
9 10 days of receipt by the Conference Executive Council.
- 10 2) If an accusation meeting the criteria listed above is submitted to the
11 Conference Executive Council or if the Conference Executive Council
12 determines that there is credible evidence of misconduct, the Conference
13 Superintendent, or his appointee(s), shall investigate the matter.
- 14 3) The results of the investigation, including any evidence gathered, shall be
15 submitted to the Conference Executive Council for consideration.
- 16 4) Once the Conference Executive Council has considered the results of the
17 investigation, the Conference Executive Council shall decide by majority
18 vote one of the following:
- 19 a) There is sufficient credible evidence to warrant a hearing
20 regarding the alleged misconduct, or
- 21 b) There is not sufficient credible evidence to warrant a hearing
22 regarding the alleged misconduct. In such case, the parties
23 involved shall be notified of the decision to dismiss the matter

without further action.

d. Hearing

- 1) If the Conference Executive Council determines a hearing is warranted, the Conference Executive Council shall prepare and send formal written charges to the accused via certified mail at least 30 days prior to the hearing. The formal charges shall be based on the information gathered in the investigation and may or may not match the original accusation. At a minimum, formal charges shall include the following:
 - a) Description of the behavior or misconduct
 - b) Section of the *International Pentecostal Holiness Church Manual* in question
 - c) Biblical law or principle violated
 - d) Name of the complainant/accuser
 - e) List and description of evidence of misconduct
- 2) Once formal charges are mailed, the accused person shall be suspended from ministry until the matter is settled. The Conference Executive Council shall determine whether the suspension shall be with or without pay.
- 3) The hearing shall be conducted by the Conference Executive Council chaired by the Conference Superintendent.
- 4) Hearings herein described are ecclesiastical in nature, and no legal counsel is permitted to be present.

- 5) Hearings shall not be governed by state and/or federal rules of discovery or evidentiary standards.
- 6) Witnesses in support of the accused and/or the accuser are permitted in hearings.
- 7) No Conference Executive Council member who is accused of misconduct shall serve on the panel that investigates or conducts a hearing regarding that accusation.
- 8) A Conference Executive Council member with a conflict of interest regarding the charges being considered or regarding the outcome of the hearing shall recuse himself from the proceedings.
- 9) If, as a result of paragraph 7) and/or 8) above, fewer than the usual number of members of the Conference Executive Council are eligible to serve as the hearing panel, the Conference Executive Council shall appoint replacement hearing panel members from among the members of the Conference so that the number of hearing panel members is the same as the usual number of Conference Executive Council members.
- 10) During the hearing, the Conference Executive Council shall examine evidence and hear witnesses regarding the charges. Once all of the evidence is presented and all witnesses are heard, the Chair shall declare the hearing to be concluded.

e. Decision

- 1) Once the hearing is concluded, the Conference Executive Council shall enter executive session to consider the evidence and witness testimony.

1 2) Based on the hearing, the Conference Executive Council shall determine
2 whether the accused is guilty of each charge of misconduct. If supported
3 by the evidence presented, the Conference Executive Council may also
4 determine that the accused is guilty of misconduct not specified in the
5 charges.

6 3) If the Conference Executive Council determines the accused is not guilty
7 of any of the charges, a written statement of such finding shall be
8 prepared and delivered to the accused. The accused shall be reinstated
9 to his position and ministry and provided retroactive pay if the suspension
10 was without pay.

11 4) If the Conference Executive Council determines that the accused is guilty
12 of one or more of the charges, it shall impose one or more sanctions from
13 among the following:

14 a) Dismissal from elected or appointed office

15 b) Suspension from office or ministry for a period to be determined
16 by the Conference Executive Council, accompanied by the
17 suspension of his ministerial credentials with a plan for restoration
18 as described in Part E. below.

19 c) Permanent revocation of ministerial credentials

20 f. Appeal

21 1) A finding of guilt and/or sanctions imposed by the Conference Executive
22 Council may be appealed to the Executive Committee of the Council of
23 Bishops. The decision of the Executive Committee of the Council of

Bishops is final. A finding of not guilty may not be appealed.

2) The appeal to the Executive Committee of the Council of Bishops must be submitted in writing to the General Superintendent within 30 days of the decision of the Conference Executive Council.

3) The appeal must explain in detail why the appellant feels the Conference Executive Council erred in its finding or in imposing the sanction(s).

3. Disciplinary Procedure at the Local Church Level

a. The following types of misconduct warrant the application of these disciplinary procedures at the Local Church level.

1) A Local Church member is accused of behavior that is significantly out of harmony with or materially violates the *International Pentecostal Holiness Church Manual*, or there is credible evidence of such behavior.

2) A Local Church member is accused of engaging in misconduct that damages the witness, influence, or reputation of the International Pentecostal Holiness Church, or there is credible evidence of such misconduct.

3) When criminal charges are brought against a member of the Local Church, the Senior Pastor shall have the authority to suspend him until the matter is settled.

b. Initiating Disciplinary Procedures

1) In order for an accusation to be considered, it must meet the following criteria:

a) It must be in writing and signed by an individual with firsthand knowledge of the questioned behavior or misconduct.

b) The written accusation must include the following:

1] Description of the behavior or misconduct

2] Section of the *International Pentecostal Holiness Church Manual* in question

3] Biblical law or principle violated

4] Name of the complainant/accuser

c) It must be submitted to the Local Church Administrative Council.

2) In the absence of an accusation, the Local Church Administrative Council may initiate these procedures if a majority of the Local Church Administrative Council members determines that there is credible evidence of misconduct.

3) If at any time during this process, the person confesses and repents, the Local Church Administrative Council shall establish a plan of discipline and restoration as described in Part E. below.

c. Investigation

1) If an accusation meeting the criteria listed above is submitted to the Local Church Administrative Council, the Local Church Administrative Council shall send a copy of the accusation to the accused person by certified mail within 10 days of receipt by the Local Church Administrative Council.

1 2) If an accusation meeting the criteria listed above is submitted to the Local
2 Church Administrative Council or if the Local Church Administrative
3 Council determines that there is credible evidence of misconduct, the
4 Senior Pastor, or his appointee(s), shall investigate the matter.

5 3) The results of the investigation, including any evidence gathered, shall be
6 submitted to the Local Church Administrative Council for consideration.

7 4) Once the Local Church Administrative Council has considered the results
8 of the investigation, the Local Church Administrative Council shall decide
9 by majority vote one of the following:

10 a) There is sufficient credible evidence to warrant a hearing
11 regarding the alleged misconduct, or

12 b) There is not sufficient credible evidence to warrant a hearing
13 regarding the alleged misconduct. In such case the parties
14 involved shall be notified of the decision to dismiss the matter
15 without further action.

16 d. Hearing

17 1) If the Local Church Administrative Council determines a hearing is
18 warranted, the Local Church Administrative Council shall prepare and
19 send formal written charges to the accused via certified mail at least 30
20 days prior to the hearing. The formal charges shall be based on the
21 information gathered in the investigation and may or may not match the
22 original accusation. At a minimum, formal charges shall include the
23 following:

- a) Description of the behavior or misconduct
 - b) Section of the *International Pentecostal Holiness Church Manual* in question
 - c) Biblical law or principle violated
 - d) Name of the complainant/accuser
 - e) List and description of evidence of misconduct
 - f) Explanation of the hearing process
 - g) Date and place of hearing
- 2) Once formal charges are mailed, the accused person shall be suspended from ministry until the matter is settled. The Local Church Administrative Council shall determine whether the suspension shall be with or without pay.
 - 3) The hearing shall be conducted by the Local Church Administrative Council chaired by the Senior Pastor.
 - 4) Hearings herein described are ecclesiastical in nature, and no legal counsel is permitted to be present.
 - 5) Hearings shall not be governed by state and/or federal rules of discovery or evidentiary standards.
 - 6) Witnesses in support of the accused and/or the accuser are permitted in hearings.

1 7) No Local Church Administrative Council member who is accused of
2 misconduct shall serve on the panel that investigates or conducts a
3 hearing regarding that accusation.

4 8) A Local Church Administrative Council member with a conflict of interest
5 regarding the charges being considered or regarding the outcome of the
6 hearing shall recuse himself from the proceedings.

7 9) If, as a result of paragraphs 7) and/or 8) above, fewer than the usual
8 number of members of the Local Church Administrative Council are
9 eligible to serve as the hearing panel, the Local Church Administrative
10 Council shall appoint replacement hearing panel members from among
11 the members of the Local Church so that the number of hearing panel
12 members is the same as the usual number of Local Church
13 Administrative Council members.

14 10) During the hearing, the Local Church Administrative Council shall
15 examine evidence and hear witnesses regarding the charges. Once all of
16 the evidence is presented and all witnesses are heard, the Chair shall
17 declare the hearing to be concluded.

18 e. Decision

19 1) Once the hearing is concluded, the Local Church Administrative Council
20 shall enter executive session to consider the evidence and witness
21 testimony.

22 2) Based on the hearing, the Local Church Administrative Council shall

determine whether the accused is guilty of each charge of misconduct. If supported by the evidence presented, the Local Church Administrative Council may also determine that the accused is guilty of misconduct not specified in the charges.

3) If the Local Church Administrative Council determines the accused is not guilty of any of the charges, a written statement of such finding shall be prepared and delivered to the accused. The accused shall be reinstated to his position and ministry and provided retroactive pay if the suspension was without pay.

4) If the Local Church Administrative Council determines that the accused is guilty of one or more of the charges, it shall impose one or more sanctions from among the following:

a) Dismissal from any office held in the Local Church

b) Suspension from office for a period to be determined by the Local Church Administrative Council, accompanied by the suspension of Local Church membership with a plan for restoration as described in Part E. below.

c) Permanent revocation of the Local Church membership

f. Appeal

1) A finding of guilt and/or sanctions imposed by the Local Church Administrative Council may be appealed to the Conference Executive Council. The decision of the Conference Executive Council is final. A finding of not guilty may not be appealed.

2) The appeal to the Conference Executive Council must be submitted in writing to the Conference Superintendent within 30 days of the decision of the Local Church Administrative Council.

3) The appeal must explain in detail why the appellant feels the Local Church Administrative Council erred in its finding or in imposing the sanction(s).

E. Restoration

Restoration is the process whereby a suspended or dismissed minister is returned to credentialed ministry, or a suspended or dismissed Local Church ministry leader or member is returned to good standing. The process is built upon principles of accountability, confession, and repentance.

1. Credentialed Ministers

- a. When an effort toward restoration of a suspended or dismissed minister is deemed appropriate by the minister's Conference Executive Council, the Conference Executive Council shall oversee the restoration process and make final determination whether restoration is accomplished.
- b. The general guidelines for Conference Executive Councils to follow for their restoration programs shall be developed and approved by the Council of Bishops in session.
- c. Each Conference Executive Council shall be responsible for developing the details of its own restoration program based on the general guidelines developed and approved by the Council of Bishops in session.

1 d. The International Pentecostal Holiness Church recognizes that not all situations
2 are appropriate for restoration and that there are times when a minister's
3 circumstances make it best for him to serve in other areas of the Lord's vineyard
4 rather than as a credentialed minister. Granting a restoration program, therefore,
5 is a privilege offered by a Conference Executive Council and not a right of a
6 minister.

7 2. Local Church Members

8 In Local Churches, the Senior Pastor and Local Church Administrative Council or
9 Council of Elders (or its equivalent if there is an approved alternate structure), in
10 consultation with the Conference Executive Council, shall establish restoration programs
11 when appropriate for non-clergy individuals suspended or dismissed from ministry or
12 membership.

1 Respectfully submitted by:

2 Rev. Bob Ely, Chairman

3 Bishop Randell Drake

4 Ms. Lauren Pickens

5 Rev. Kent Bell

6 Bishop Scott Hampton

7 Bishop Mike Gray

8 Bishop Preston Mathena

9 Bishop Abel Palomo

10 Mr. David Roberson

11 Rev. Rob Clegg

12 Rev. Susan Bagley

13 Mr. John Hylton

14 Rev. Demetrius Miles

15 Rev. Hans Hess

16 Rev. Michael Ainsworth

Memoirs

to the

28th General Conference

Memoirs 2013-2017

I have fought a good fight, I have finished my course, I have kept the faith: Henceforth there is laid up for me a crown of righteousness, which the Lord, the righteous judge, shall give me at that day: and not to me only, but unto all them also that love His appearing. – 2 Timothy 4:7-8

Our Heavenly Father has called home many of His children since the 2013 General Conference. Among those are one General Superintendent's Spouse, eleven members of the GEB / GBA, and fourteen missionaries.

We honor those who have joined the great cloud of witnesses, and we eagerly await the day when we will again worship the Lord together.

General Superintendent's Spouse

Mrs. Bonnie Eugenia "Jean" Ashburn Williams

General Board of Administration / General Executive Board

Rev. George Washington Bass

Mrs. Dollie Davenport

Dr. Kirk Fernando Hartsfield

Rev. William Clark Marlow

Chaplain (Col.) Robert Freeman Mashburn

Rev. James McDowell

Dr. Culbreth Young Melton

Rev. James Richard Pennington

Dr. William "Bill" Post

Rev. Jimmie Leonard Varnell

Rev. Bill J. Wilson

Rev. James Marlin Zenger

Missionaries

Alesa Jo Thomas Akerman

Bette Mae Gallardo Anderson

Glyndall "Glyn" Brady

Robert "Bobby" Eugene Clark, Jr.

Pamela "Pam" Judd Clark

Irene Orser De Fontes

William John "Willie" Downing

Louise Owens Gschwend

Velda Ruth Cunningham Hough

Phillip Eugene Morris

Edna Grace Harrell Parker

John Bertram Parker

Evelyn Rousseau Shealy

Patricia Ann Browne Stevens

Respectfully submitted by:

The General Superintendent's Office

The World Missions Ministries Division

Mrs. Lynn Jones

& Ms. Michelle Nisbett



Place of **Hope**. People of **Promise**.