

ARISE FOR MISSION

**30th General Conference
July 15-17, 2026**

**COMMITTEE REPORTS
Digital Edition**



INTERNATIONAL PENTECOSTAL HOLINESS CHURCH

Office of the General Superintendent

A. D. Beacham, Jr., D.Min., Presiding Bishop

Dear IPHC General Conference Delegates:

Thank you for your prayerful preparation of the 30th IPHC General Conference in Mobile, Alabama. Part of your prayer preparation is to study the committee reports that have been prepared and will be presented in Mobile.

In this document are: 1) List of current nominees for General Church offices (others may be nominated from the floor); 2) Reports of the Certification, Decorum, and Bylaws Committees; 3) Appendix A, the report of the IPHC Organization and Governance Model; 4) Appendix B, the report of the Laity Study Commission.

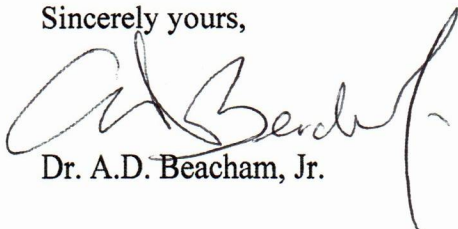
Regarding nominations for current general church officers, the 2022-2026 IPHC Manual reads, "No General Conference official shall serve more than three consecutive terms in any one office" (page 103). At this General Conference there are three elected officials who have served three consecutive terms in one office. Their names are not listed as nominees for that office.

If you have questions about the committee's reports, please speak to your conference superintendent, or you can contact the chair of the committee.

There are special events for the General Conference that begin on Sunday evening and Monday, July 12, 13 (Chaplain's Ministry), Women's and Men's Ministries and Discipleship Training on July 14, and the General Conference which begins at 9 AM, Wednesday, July 15th.

We look forward to seeing you in Mobile, Alabama! I am,

Sincerely yours,



Dr. A.D. Beacham, Jr.

IPHC MINISTRIES

30th General Conference
International Pentecostal Holiness Church
July 15-17, 2026 | MOBILE, ALABAMA

COMMITTEE REPORTS

KEY:

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Report of the

Nominations Committee

to the 30th General Conference

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GENERAL CONFERENCE 2026

Mobile, Alabama | July 15–17, 2026

NOMINATIONS FOR ELECTIVE OFFICES

GENERAL SUPERINTENDENT

NOMINEES (ALPHABETICAL BY LAST NAME)



Rev. Garry Bryant

Executive Director of EVUSA | Redemption Ministries

A Virginia native and son of a Pentecostal Holiness pastor, Garry Bryant has devoted his life to the will of God, advancing the Gospel, and equipping the church, through local, conference, and general-level responsibilities. He has served as pastor, Bishop of Redemption Ministries and ACTS2DAY, and currently serves as Executive Director of Evangelism USA.

In each ministry assignment he has experienced the favor of God by leading with vision, providing spiritual care, developing pastors and leaders, cultivating a passion for prayer, engaging in Spirit-empowered ministry, and encouraging the church to reach the harvest; fulfilling the Great Commission.

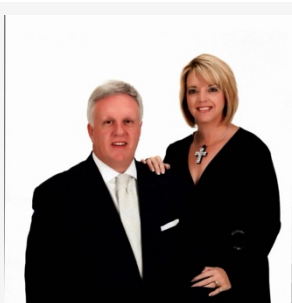
Bishop Bryant has a Bachelor's and Master's degree through attending Holmes, Advantage College, and Southwestern Christian University. He and his wife, LaDawn, are the parents of Dreama and husband, Rodrigo, and Garryt and wife, Hannah. They have two incredible grandsons! They are a family of ministers dedicated to the call and purpose of God for their lives.



Rev. Randell Drake

Conference Superintendent, New Horizons Ministries

Bishop Randell Orville Drake has served as Conference Superintendent of New Horizons Ministries since 2002, giving more than two decades of leadership to the conference and the broader IPHC. Ordained in 1981 after receiving credentials as a mission worker in 1978 and a minister's license in 1979, he has served in local churches as Minister of Music, Youth and Children's Pastor, and Senior Pastor. He has also provided denominational leadership through service on the Council of Bishops, the COB Nominating Committee, the IPH Foundation Board, the General Board of Administration, the General Executive Board, and IPHC Bylaws Committees. A longtime trustee of Southwestern Christian University, he has served as chairman, vice-chairman, secretary, and member, and has received both the Alumni of the Year and President's Vision awards. He and his wife, Michelle, have two sons and four granddaughters.

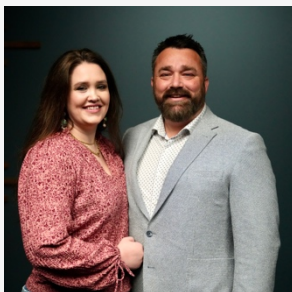


Rev. Talmadge Gardner

Executive Director, World Missions Ministries | Cornerstone

Talmadge Gardner grew up in South Africa, the son of IPHC missionaries, before moving to the US to attend Emmanuel College. He then continued his education at Southeastern Baptist Theological Seminary, where he received a Master of Divinity degree. Beginning in 1988, he served in the Christian Education Department, Evangelism USA, and as COO in the General Superintendent's Office. In 2005, Gardner was elected Executive Director of Church Education Ministries. In 2009, he was elected Executive Director of Discipleship Ministries and IPHC Corporate Treasurer. In 2012, he was elected Executive Director of the World Missions Ministries Division and IPHC Corporate Secretary. In 2022, he was reelected to World Missions Ministries and as IPHC Vice-Chairman.

Talmadge was ordained in the Cornerstone Conference in 1983. He is married to Stephanie Price Gardner, and they have three children: Addison, who is married to Lorena Trevino; KatieBeth, who is married to Thomas Reese; and Gabriella. The greatest blessing is their granddaughter, Miss Eliana Kate Gardner.



Rev. Josh Hannah

President, Hope Center Ministries | Tennessee Valley

Josh Hannah and his wife Jessica are happily raising their five children: Kara (19), Rylee (17), Jordyn (15), Finn (11), and Wyatt (9).

Called to ministry in 2001, Josh led a small IPHC church in rural Waverly, Tennessee, to over 800 weekly attendees. It became Compassion Church—a thriving megachurch with seven locations.

In 2007, he founded Hope Center Ministries, which now operates 79 centers (54 US and 25 in 13 countries). It is the largest discipleship-based recovery program in the United States. In 2016, Josh founded the Compassion Network, which includes 34 churches. In 2018, he launched HGM (Healthy Growing Multiplying Churches) within Evangelism USA, training hundreds of pastors across 25 of the 28 IPHC conferences.

Josh continues serving as President of Hope Center Ministries while consulting with Compassion Network, nonprofits, denominations, businesses, and the Federal Government in areas of Drug and Alcohol Addiction Prevention and Recovery.



Dr. Ryan Jackson

Senior Pastor, The Capital Church | North Carolina

A graduate of Emmanuel College, Ryan holds an M.Div. from Gordon-Conwell Theological Seminary and an M.Phil. and Ph.D. from the University of Cambridge. Ordained in 1995, Ryan served Northwood Temple as Associate Pastor and Director of Mercy International, raising funds and leading missions across Latin America and Africa. Serving as a short-term missionary, he trained leaders globally, helped with a church plant in Belgium, led a house church in Germany, and served on a pastoral staff in England. Ryan has served on the NC Conference Executive Council, including roles as Assistant Superintendent and Conference Bishop. He currently serves on the national Discipleship Ministries Board. He is a Senior Fellow for the Center for Pastor Theologians and a Board Chair of Destiny Ventures Ministries. For 17 years, he has been Lead Pastor of The Capital Church. He is married to Emily Wood. They have three daughters: Liliann, Elianna, and Annabella.



Rev. Tommy McGhee

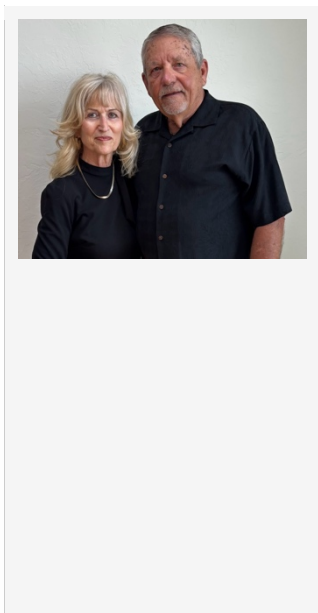
Executive Director, Discipleship Ministries | Cornerstone

Tommy McGhee holds a B.S. in Religious Studies from Emmanuel University and an M.A. in Church Growth & Church Planting from Southwestern Christian University. He pastored in the Cornerstone Conference at Ingram Memorial in South Boston, VA; Trinity in Raleigh, NC; and Southeast in Greensboro, NC. He has provided leadership at both conference and denominational levels. In Cornerstone he served as Director of Evangelism and Missions and as Conference Superintendent. He served on the denominational World Missions Board and General Executive Board, and he chaired the General Finance Committee.

Since 2012, he has served as Executive Director of Discipleship Ministries, while also serving as General Treasurer, General Vice Chairman, and currently General Secretary. He serves on numerous institutional boards, including Emmanuel University, Southwestern Christian University, Holmes Bible College, Falcon Children's Home & Family Services and Bethany Children's Health Center. He and his wife Beth have two children and one granddaughter.

EXECUTIVE DIRECTOR

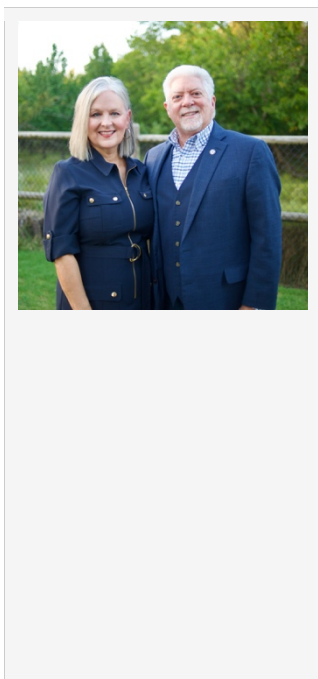
WORLD MISSIONS MINISTRIES (WMM)



Rev. Gary Burd

Director, M25 Ministries | ACTS2DAY

Gary Burd and his wife, Carolyn, have shared more than 56 years of marriage and are blessed with three grown children and nine grandchildren. Since 1969, they have served faithfully in a wide range of ministry roles within the IPHC. Gary began preaching revivals in Oklahoma, Kansas, and Texas at just 16 years old. Together, they served on the World Missions Board, with EVUSA for 28 years, and helped pioneer Mission M25 Ministry of Hope in 2004. Gary also served 20 years as Bishop of the Great Plains Conference. For 40 years, they ministered at Christian Heritage Church in Amarillo, Texas, where the church became known for outreach to the homeless, men in recovery, neighborhood children, and the biker community. They have also traveled more than 750,000 miles by motorcycle in 14 countries, leading ministry efforts and helping launch Chaplains of Hope in the U.S. and abroad.



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Rev. Chris Friend

Conference Superintendent, IPHC Australia

Rev Chris Friend (MA Th) is currently the Bishop for IPHC Australia, Senior Pastor for Collective Hope Churches, Executive Chair for Collective Hope Community Services, and President of Living Hope Fellowship (Philippines). As the founding Bishop for IPHC Australia, he has seen the movement grow adding new churches, along with a thrift store and disability services charity. By God's grace it's been two decades of church planting, and miraculous provision! With a mission's heart, he has enjoyed ministering in many nations of the world. At the request of World Missions Ministries, Chris was involved in the planting of IPHC in Fiji which now has four churches. Following 19 years of missions work in the Philippines, he was appointed President for Living Hope, some sixty churches in the central region of the Philippines. Chris and Natalee have been married for 36 years and have two adult children.



Rev. Scott Hampton

Conference Superintendent, Great Plains

Scott Hampton has served in key ministerial leadership roles, including Conference Superintendent, Pastor, and Conference Discipleship Ministries Director. In these roles, he has worked to strengthen churches and equip leaders through seasons of challenge and opportunity, focusing on clarity of vision, leadership development, and ministry effectiveness. His experience includes communication, organizational leadership, and guiding ministry initiatives that produce healthy, growing disciples and healthy, growing congregations. He currently serves on the Council of Bishops (COB), Council of Bishops Executive Committee (COBEC), Strategic Advisory Committee (SAC), and Discipleship Ministries Council of the International Pentecostal Holiness Church, contributing to denominational direction and strategy. He holds a Bachelor's degree in Business Management from West Texas A&M University. He and his wife, Heather, and family—Shanna (granddaughter Kinsley), Karsyn, and Paxton—remain deeply committed to the calling on their lives.

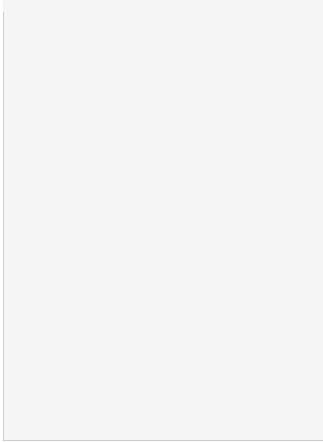


Rev. Stacy Hilliard

Director, Christian Covenant Network | Pacific West (seconded)

Stacy Hilliard currently serves as Director, Christian Covenant Network (CCN), which is a community of churches that exists to empower believers worldwide through teaching, mentorship and fellowship.

Reverend Hilliard's past conference and IPHC involvement include: Member, NC Licensing/Ordination Council (2008-2010); Director, NC African American Ministries (2008-2010); Board Member, NC Executive Council (2010-2011); Director, IPHC Church Multiplication (2010-2017); Director, IPHC African American Ministries (2010-2017);



Church Multiplication Trainer, PAC West Advisory Committee (2017-2020); Member and Advisor, Church Planting Leadership Forum (2010-2017) and Member/Advisor/Trainer, Dynamic Church Planting, Intl. (2010-2017).

Reverend Hilliard embodies the exemplary teachings of Christ in sharing the gospel through practical and personable instruction, centered on the very principals through which church planting, multiplication and authentic fellowship flow with sustained generational impact.

He and his wife, Bobbie, reside in Oklahoma City, Oklahoma, along with their daughters, Hannah and Phoebe.



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Rev. Bryan Nix

Director, People to People Ministries (WMM) | Appalachian

Bryan Nix serves World Missions Ministries (WMM) as Director of People to People, TEAMS, and Interim Regional Director for Central America.

A graduate of Southwestern Christian University, Bryan spent three years in Lesotho, where he served as Director of Beautiful Dream Society and Associate Pastor at Victory Church Maseru. There, he led nationwide counter-trafficking efforts, overseeing the rescue of 68 victims. He also helped establish a thriving children's home and grow Victory Church into the largest Protestant church in the country.

Bryan later itinerated as a missionary to Nepal before stepping into WMM leadership. During his tenure, in partnership with WMM, People to People launched the COVID-19 International Relief Fund, raising and distributing \$934,952.71 to 69 countries. He is an ordained minister with the Appalachian Conference and has ministered in over 50 countries.

Bryan lives in Oklahoma City with his wife Whitney and daughter Wrenley where they attend Reflection Church.



Rev. Ronnie Saldaña

Senior Pastor, Unity Praise Center | Texas Latin

Rev. Ronnie Rene Saldaña was gloriously saved in February 1972 at his home church, Templo Elim, formerly known as Templo Jerusalem in Plainview, Texas. Since that time, he has faithfully dedicated his life to serving the Lord within the International Pentecostal Holiness Church.

Throughout his ministry, Rev. Saldaña has served the Texas Latin Conference in numerous leadership roles, including Board Member, Secretary/Treasurer, Missions Director, and eight years as Conference Bishop. He also had the privilege of serving for 12 years as a non-resident member of the General Executive Board under Bishop James Leggett.

In December 1989, Rev. Saldaña and his beloved wife founded the church they faithfully pastored together for 38 years, until her passing on September 22, 2025. He continues to serve faithfully as Senior Pastor.

Above all, Rev. Saldaña considers it his highest honor to serve God's Kingdom in every opportunity entrusted to him.

EXECUTIVE DIRECTOR EVANGELISM USA (EVUSA)



Rev. Gary Burd

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Rev. Mike Dodson

Senior Pastor, Tree of Life Ministries | Appalachian

Mike Dodson Sr. has faithfully served the International Pentecostal Holiness Church for more than three decades. Licensed in 1990 and ordained in 1991, he planted Tree of Life Ministries in Lynchburg, Virginia, on March 25, 1990, and continues to serve as its Senior Pastor. Under his leadership, the church has grown to a membership of 5,400, experienced four relocations, and completed three building projects. He has also led six successful church plants and helped revitalize three churches that were facing closure.

In the Appalachian Conference, Rev. Dodson served on the CE Board, the Finance and Polity Committees, and as Assistant Superintendent from 2011 to 2024. A native of Lynchburg, he was educated in the local public schools and also built, operated, and sold three thriving companies. He and his wife, Deb, are blessed with four children, twelve grandchildren, and two great-grandchildren.



Dr. Brian Farley

Senior Pastor, Tidewater Church | Redemption Ministries

Dr. Brian and Heather Farley served seven years as EVUSA missionaries evangelizing Muslims, the homeless, mentoring pastors and planting house churches in New York City. They personally planted four churches, including Harvest Christian Center, growing to 400+ weekly attendees with 1,400+ on holidays. Since 2024, they successfully re-planted Tidewater Church in Virginia. Mentored by Bishop Tony Miller, Brian has baptized 460 converts, founded two schools of ministry, and commissioned church planters. The Farleys have worked in all size churches, pastoring rural, suburban and urban communities, and served in conference leadership. They travel, leading state prayer rallies, preaching in 300+ churches, revivals, camp-meetings, Bible colleges, youth camps and conferences. Brian studied church conflict resolution and completed his D.Min. in Church Planting and Revitalization, turning his research into the book *Church Planting* in the 2020s. Brian sometimes moves in the gift of healing as documented in his second book *God's Picture of You*.



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Dr. Trey L. Jones

Director, HGM | Lifepoint Ministries

Dr. Trey Jones was raised in Florence, SC, as a member of the SCCIPHC. In 1999, he and his wife Hope Shirey Jones planted Life Church in Macon, GA, a transformational multi-ethnic church that launched 2 additional churches. Dr. Jones also served on the Conference Executive Council for for Lifepoint Ministries for 11 years.

He earned a BA from Emmanuel University (1994), an M.Div. from Regent (1998), and a ThDM from Northwind Theological Seminary (2024).

In 2022, Dr. Jones became the Director of Healthy Growing Multiplying Churches (HGM), a ministry of EVUSA. From 2022-2025, HGM trained 2,111 local church leaders, revitalized dozens of churches to experience conversion growth, developed new resources for small- and medium-sized churches. During that time, 111 new IPHC churches launched in the US, resulting in 6045 salvations. HGM coached, trained, funded or tracked these church plants.

Dr. Jones passionately believes the local church is God's "Plan A" for changing the world with the Gospel.

EXECUTIVE DIRECTOR DISCIPLESHIP MINISTRIES (DM)



Dr. Jonathan Altman

Assistant Conference Superintendent, North Carolina

Jonathan Altman is the Assistant Conference Superintendent of the North Carolina Conference and the lead pastor of Saint Paul Church in Greenville, North Carolina. During his tenure, the church has experienced significant revitalization through a renewed focus on mission and discipleship, resulting in sustained growth and the elimination of church debt.

With nearly two decades of ministry leadership, Jonathan is passionate about advancing the Great Commission. He serves as an adjunct instructor at Emmanuel University, teaches in the North Carolina Conference School of Ministry, has also taught in the IPHC Ministerial Credentialing Program, and has developed curriculum for One Accord Resources used across the denomination. Jonathan holds a Doctor of Ministry from Fuller Theological Seminary, a Master of Theology from Gordon-Conwell Theological Seminary, and both a Master of Divinity and a Bachelor of Business Administration from Campbell University.

He and his wife, Anna, who is also an ordained minister, have two children.

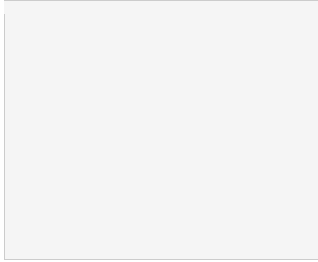


Rev. Charles Boyd

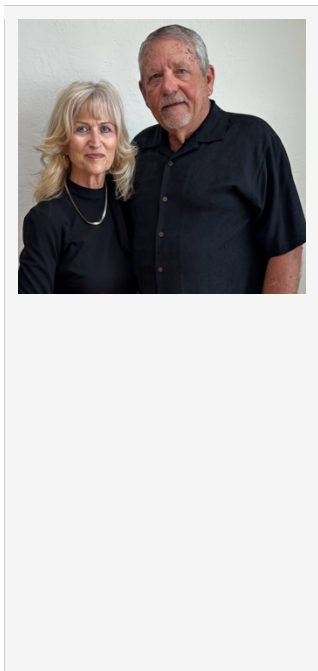
Lead Pastor, PXR Church | North Carolina

For 35 years, Charles have been honored to serve as a leader within the Discipleship Ministries, championing a mission of discipling others into a deeper more personal and intentional Christ centered life.

Following a decade as Youth Pastor at Capital Church, he served eight years as the NC Conference CEM/DM Director on the Executive Council under Bishop Chris Thompson. In 2008, God expanded his territory of influence as the National Youth Director and Assistant DM Director under Bishop Talmadge Gardner; complemented by former roles as National Talent Director and a member of the National CEM/DM Board.



After graduating from Emmanuel, he earned a Master's from Southwestern Christian University, where he was honored to serve on the Board of Regents. The past five years, he has served as Lead Pastor at PXR Church, successfully implementing multigenerational ministry. His greatest calling is my family; wife Laura for 34 years, three children and three grandkids.

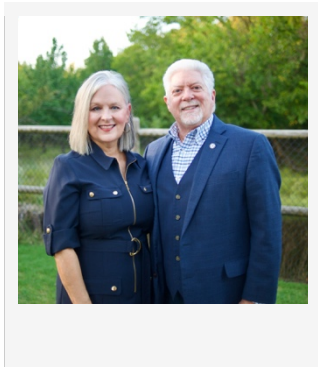


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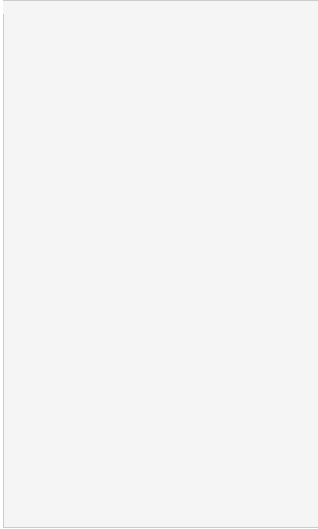
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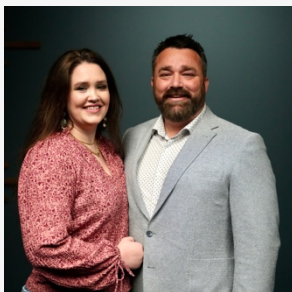
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Rev. Stephen Jones

Director, Cornerstone Discipleship Ministries / Cornerstone

Stephen Jones earned a B.A. in Christian Ministries from Emmanuel College (2002) and began fulltime youth ministry at Fountain of Life Ministries (Elizabeth City, NC). He later served as Associate Pastor of Youth and CEM at Stanley Pentecostal Holiness Church before joining Living Hope Church in 2007, where he led Student Ministries for 17 years.

He completed a Master of Divinity at Gordon-Conwell Theological Seminary-Charlotte in 2008. In 2009, he was named IPHC National Youth Pastor of the Year and served on the Cornerstone Conference Discipleship Ministries Council until 2023. Stephen and his wife, Mandy, welcomed their son, Nate, in 2011. Stephen has contributed to One Accord curriculum, served as an online teaching assistant, and taught Youth Ministry at Emmanuel University. Appointed IPHC National Director of Student Ministries in 2015, he now also serves as Cornerstone Conference Director of Discipleship Ministries (2024) and remains active in youth ministry at Living Hope Church.



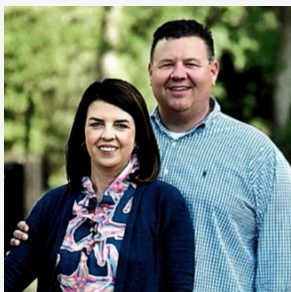
Rev. W. A. Mills

Director, IPHC Men's Ministries (DM) | Appalachian

Rev. William Albert Mills, Jr. has served the International Pentecostal Holiness Church with distinction for more than four decades. A 1985 graduate of Holmes Bible College in Greenville, South Carolina, he was licensed in 1983 and ordained in 1985 within the Appalachian Conference.

Rev. Mills served as Senior Pastor of Buena Vista Pentecostal Holiness Church in Buena Vista, Virginia, for more than twenty years before transitioning to his current role as Director of IPHC Men's Ministries, a position he has held since July 2018. He has served as Chairman of the IPHC General Men's Ministries Board since 2018 and as Secretary of Disaster Relief USA (DRUSA) since 2011. He also serves as a Trustee and past Chairman of the Holmes Bible College Board of Trustees.

Rev. Mills and his wife, Tammy, reside in Colfax, North Carolina.



Rev. Jon Oliver

Director, NC Discipleship Ministries | North Carolina

Jonathan Scott Oliver has served the IPHC since graduating from Emmanuel College in 1995. He received a Master of Ministry from Southwestern University in 2013. The son of John and Becky Oliver from Gadsden, Alabama, he carries with him strong roots of faith and family.

He began his ministry journey as Youth Pastor at Clinton (NC) Community. After a season as Station Manager at Christian 107.3 WCLN, he served ten years as Youth and Associate Pastor at St. Paul PH Church in Greenville, NC. For the past 18 years, he has been the NC Conference Discipleship Ministries Director, equipping churches and leaders across the state. He also serves Discipleship Ministries as President of Fire and Ice Inc./Accelerant.

He and Nicole have been married for 30 years and have two sons, Coley (wife Regan) and Cade (wife Cierra). He is grandfather to Mabry Rose (3) and Baker Cole (9 months). A third, Davis Alan, is expected this June.



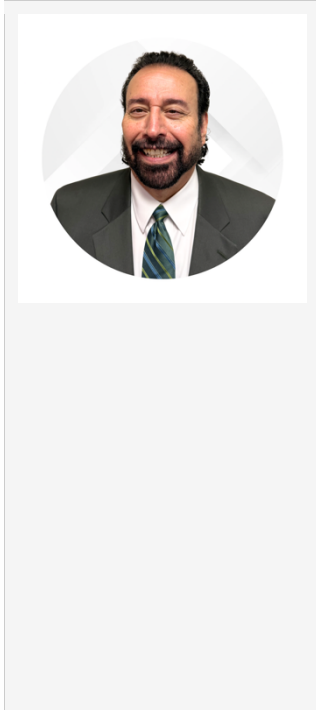
Rev. Robert “Cutty” Peacock

Consultant/Doctoral Candidate | North Carolina

Robert “Cutty” Peacock has served in ministry for more than 33 years, investing in the spiritual growth of children, youth, and adults. A graduate of Emmanuel University and Regent University, he is currently consulting with churches while completing a Doctor of Ministry at Asbury Theological Seminary (May 2026), focusing on spiritual formation, organizational leadership, and church planting.

His ministry journey has included serving alongside the late Dr. James Gardner, Dr. Ryan Jackson, Bishop Jimmy Whitfield, Rev. Bill Rose, and the late Rev. Joel McGraw in churches across North Carolina, Virginia, and Alabama. He has served on the North Carolina Conference Credentialing Committee, as Assistant Discipleship Ministries Director for the Alpha Conference, and with the Great Commission Research Network leadership team.

Married for 32 years, his wife, Linda, serves as Financial Director at Wayne Christian School. He is passionate about equipping the IPHC family through intentional discipleship and leadership development.



Rev. Ronnie Saldaña

Senior Pastor, Unity Praise Center | Texas Latin

Rev. Ronnie Rene Saldaña was gloriously saved in February 1972 at his home church, Templo Elim, formerly known as Templo Jerusalem in Plainview, Texas. Since that time, he has faithfully dedicated his life to serving the Lord within the International Pentecostal Holiness Church.

Throughout his ministry, Rev. Saldaña has served the Texas Latin Conference in numerous leadership roles, including Board Member, Secretary/Treasurer, Missions Director, and eight years as Conference Bishop. He also had the privilege of serving for 12 years as a non-resident member of the General Executive Board under Bishop James Leggett.

In December 1989, Rev. Saldaña and his beloved wife founded the church they faithfully pastored together for 38 years, until her passing on September 22, 2025. He continues to serve faithfully as Senior Pastor.

Above all, Rev. Saldaña considers it his highest honor to serve God's Kingdom in every opportunity entrusted to him.

Submitted by: Presiding Bishop A.D. Beacham, Jr., Chair

Bishop Talmadge Gardner

Bishop Randell Drake

Bishop Tim Lamb

Bishop Ray Willis

The COB Nominating Committee presented this past October to the COB a process for nominating candidates for General Church Offices. This process was approved by the COB at the same meeting. The process began in early 2026 when conference certified delegates were given the opportunity to make nominations. All nominees were informed and given the opportunity to accept or decline the nomination for office(s). All nominees have been confirmed as in good standing with their conference."

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Report of the

Delegate Certification Committee

to the 30th General Conference

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DELEGATE CERTIFICATION COMMITTEE

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

I. The official voting delegation for the ~~Thirtieth~~ ~~Twenty-Ninth~~ General Conference shall consist of the clergy and church/lay delegates who have been certified by the Conference Executive Councils, Conference Superintendents, General Superintendent, and the World Missions Ministries Council in compliance with provisions set forth in the Bylaws, Article 1, Section B, pages ~~93-95~~ ~~81-82~~ of the ~~2022 – 2026~~ ~~2017-2021/2~~ International Pentecostal Holiness Church Manual.

II. All official delegates shall pay a registration fee determined by the General Superintendent and Council of Bishops. With the exception of conference-certified retired ministers, and their spouses, who will continue to be exempt from the registration fee ~~for-in~~ the ~~2030-2026~~ General Conference.

III. Identification badges will be issued to official voting delegates upon payment of the registration fee.

IV. Access to the designated bar of the General Conference will be limited to those delegates wearing official ~~identification~~ badges.

V. Appeals for delegate certification, after the start of business, shall be referred by the Delegate Certification Committee to the appropriate certifying person or council.

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

VII. An appeal of any determination by the Delegate Certification Committee may be submitted in writing to the Council of Bishops with the decision of the Council of Bishops being final. ~~,and~~ ~~No~~ appeals of delegate certification will be considered after the close of business on the first day of General Conference.

VIII. New onsite registrations and certifications will be facilitated until the beginning of the morning session on the second day of business.

~~IX. The Delegate Certification Committee was appointed by the Executive Committee of the Council of Bishops to fulfill the resolution adopted by the Twenty-Eighth General Conference and to serve as the General Conference Delegate Study Committee:~~

~~“Resolution: Be it resolved that the Executive Committee of the Council of Bishops appoint a General Conference Delegate Study Committee. The purpose of this~~

~~committee is to examine our delegate certification process, giving attention to ensuring a consistent application of this process across all conference, local church, and international delegates; that special attention be given to increasing the traditional lay person participation at the Twenty-Ninth General Conference. This committee shall report to the Council of Bishops during the first meeting of 2019. Language that is adopted by the COB will become the Report of the Delegate Certification Committee for the next General Conference. These adopted guidelines will be sent to conferences and local churches well in advance of the Twenty-Ninth General Conference to ensure greater compliance.~~

ADOPTED.”

X. Spouses of General Conference delegates, as set forth in Article I. B. 1. a. b. c. d. e. f. g., will be certified by the appropriate council, whether Local Church Administrative Council or Conference Executive Council.

XI. The General Conference delegate registration form will include a designation for spouses with the appropriate and respective delegate classification.

XII. Each Conference Superintendent will sign a document stating that he/she has followed the guidelines as presented in the IPHC Manual with regards to tithing and reporting for the purpose of certifying delegates from the respective conference.

XIII. The number of delegates a church is allowed to send to General Conference is based on the church's composite number at the end of ~~2019~~ 2025. (See note below). Member Churches may send one delegate per 25 composite number or major fraction thereof. A Member Church with 25 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 composite number, the church membership shall not exceed 200 percent {200%} of the primary worship service(s) annual average attendance.) **and:**

b) Primary worship service(s) annual average attendance.

c) Divide the resulting composite number by 25 for the number of lay delegates a local church is entitled to send (from above: one delegate per 25 composite number or major fraction thereof.)

XIV. The Certification Criteria for Foreign Delegates as presented to the Council of Bishops Executive Committee and approved by the Council of Bishops will be used to certify foreign delegates.

1 ~~Note: Due to COVID-19 issues, church statistics from 2019 rather than 2020/2021~~
2 ~~were used concerning membership and attendance in determining a composite~~
3 ~~number for delegates.~~

4 Respectfully submitted by: Bishop Oris Hubbard (Chair)

5 Bishop Glenn Lafferty

6 Bishop Abel Palomo

Report of the

Decorum Committee

to the 30th General Conference

STANDING RULES
FOR THE 2026 IPHC GENERAL CONFERENCE

I. GENERAL RULES OF ORDER

A. In all cases specified or unspecified, *Robert's Rules of Order, Newly Revised*, 12th Edition, shall 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 or hired by the chairman. ~~The use of an electronic device may be substituted for a timekeeper.~~ **The timekeeper may use an electronic device at his/her discretion to assist with his/her role.**

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

E. An anonymous vote conducted by electronic means shall be deemed to be a ballot vote, fulfilling any requirement in the constitution or bylaws that a vote be conducted by ballot.

F. If one ~~third (1/3)~~ **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. The chairman shall maintain neutrality concerning all matters of debate while presiding. Should he desire to discuss any matter presented to the conference body, he must specify the area he wishes to address, shall relinquish the chair to a member qualified to preside who has not spoken on the question, and shall not resume the chair until said specific matter has been fully decided. This does not prohibit the chairman from offering facts pertinent to the subject being discussed which may not be known to this body, nor from asking or answering questions for clarification.

H. Platform personnel may be ~~required~~ **authorized** to make and receive cell calls/**texts** during a Business Session **only** for the conduct of business of the General Conference. ~~All other cell phone calls should be avoided, and ringers set to silent mode on the floor of the conference and are restricted within the bar. With regards to cell phones, and other electronic devices, members shall exhibit courtesy in all Business Sessions.~~

- 1 I. Attendees should avoid cell phone usage on the floor of the Conference. With
2 regards to cell phones, and other electronic devices, members shall exhibit
3 courtesy in all business sessions. If the chairman determines that use of cell
4 phones are distracting from carrying out business, he may further limit the use of
5 electronic devices.

6 II. BAR AND HOURS OF BUSINESS

- 7 A. The platform and appropriate areas as declared by the chairman shall be the Bar
8 of the conference.
- 9 B. Badges shall be checked and must be worn by members of the General
10 Conference in all Business Sessions. Any member without a delegate badge
11 shall:
- 12 1. Be asked to leave the bar of the conference
 - 13 2. Not be allowed to address the chairman and be recognized
 - 14 3. Not be given ballots/voting apparatus
- 15 The Council of Bishops through the General Conference ushers shall be
16 empowered to carry out this provision.
- 17 C. The hours of business shall be determined by the voting delegation's adoption of
18 the printed program, with the exception of such changes as may be made by the
19 vote of this body.

20 III. OBTAINING THE FLOOR

- 21 A. Any member desiring to speak must move to the nearest microphone to seek
22 and obtain recognition from the floor.
- 23 B. The chairman shall recognize members of the body when they have sought to
24 obtain the floor in the proper manner.
- 25 C. Upon recognition by the chair, a delegate shall state their name and delegate
26 status.

27 IV. DEBATE

- 28 A. Members shall confine their remarks to the question which is before the
29 conference.
- 30 B. So far as possible, the chairman shall alternate the speakers on both sides of the
31 question.

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

4 D. A motion to close debate (*Previous Question*) shall be in order only after a
5 minimum of four speakers on each side of the pending question have been
6 heard.

7 E. In the event of extended debate that becomes repetitious, and, in the opinion of
8 the chairman, all pertinent information has been presented, the chairman, in
9 consultation with the parliamentarian, may present the question or subject under
10 discussion to the body for a vote. This may be challenged and reversed by a
11 majority vote of the delegates.

12 V. RESOLUTIONS FROM THE FLOOR

13 All resolutions from the floor must bear the signatures of the number of delegates
14 equal to the number of members on the Bylaws Committee (15 members).

15 VI. NOMINATION AND ELECTIONS

16 A. ~~All~~ Nominations shall be made by the nominating committee and from the floor,
17 and elections shall be by ballot or electronic voting apparatus, or any form of
18 ballot that may become necessary, except when there is only one nominee. All
19 nominees shall stand for identification, and the Communications team shall
20 provide an image of the nominee on the screen while standing.

21 B. An adequate staff of tellers and tabulators (if necessary) shall be appointed or
22 hired by the chairman for official oversight of the tabulation of the ballots.

23 C. The chairman shall not entertain a motion to close nominations.

24 D. ~~When only one office is being voted on and the majority vote required for election~~
25 ~~is not obtained by one nominee, the nominee with the least number of votes shall~~
26 ~~be dropped and the vote shall be taken again. The process shall be repeated~~
27 ~~until one nominee receives a majority.~~

28 When only one office is being voted on and no nominee receives a majority on
29 the first ballot, the following process shall apply:

- 30 • When a large field of 20 or more nominees are presented for vote, any
31 nominee receiving less than 5% of the vote shall be removed. All
32 remaining nominees advance to the second ballot.
- 33 • Beginning with the second ballot, the four nominees with the highest
34 number of votes will advance.

- Beginning with the third ballot, the nominee with the least number of votes shall be dropped and the vote shall be taken again. The process shall be repeated until one nominee receives a majority.

E. Campaign speeches shall not be permitted.

VII. VOTING

A. Absentee or proxy voting shall not be permitted.

B. Voting on main motions and resolutions shall be by voice or an electronic voting device. Except as may be required by the Bylaws of the IPHC, all voting results on main motions and resolutions shall be determined by a majority vote. All electronic devices not in use shall be collected prior to voting.

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

D. After a split vote is announced by the chairman, it cannot be reported as unanimous by a subsequent vote.

VIII. BYLAWS AMENDMENTS

A. Amendments to the bylaws adopted at this General Conference shall become effective at the close of the General Conference.

B. The Bylaws Committee shall be authorized to correct article and section designations, punctuation, and cross-references and to make such other technical and conforming changes as may be necessary to reflect the intent of the voting members in connection with the bylaws amendments adopted at this General Conference.

2026 Decorum Committee: Dr. Adrian Hinkle, Chair
Bishop Morris Smith
Rev. Erica Camp
Rev. Tommy McLaurin
Rev. Joel Pava

Report of the Bylaws Committee

The
International Pentecostal Holiness Church
MANUAL

With revisions proposed by the
General Conference Bylaws Committee

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International Pentecostal Holiness Church Constitution

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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).

1 **Article II. Organizational Form**

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

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

5 1. Local church members

6 2. Member churches

7 3. Clergy

8 **C. General Conference**

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

11 **D. Council of Bishops**

12 When the General Conference is not in session, the Council of Bishops shall be the
13 highest authoritative council, board, or committee in the organizational structure. Its
14 function shall be that of a Board of Directors. As such, it shall be the primary policy-making
15 body between sessions of the General Conference. **The Council of Bishops shall be**
16 **composed of the USA Conference Superintendents, IPHC Canada Superintendent, and**
17 **others as determined by the General Conference. All members of the Council of Bishops**
18 **shall have seat, voice, and vote.**

1 Article III. The Apostles' Creed

2

3 I believe in God the Father Almighty, Maker of heaven and earth; and in Jesus Christ His only
4 Son, our Lord; which was conceived by the Holy Ghost, born of the virgin Mary, suffered under
5 Pontius Pilate, was crucified, dead, and buried; He descended into hell [that is, the place of
6 the departed righteous]; the third day He rose again from the dead; He ascended into heaven;
7 and sitteth on the right hand of God the Father Almighty; from thence He shall come to judge
8 the quick and the dead. I believe in the Holy Ghost, the holy catholic [universal] church; the
9 communion of saints; the forgiveness of sins; the resurrection of the body; and life everlasting.
10 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 the persistently wicked (Matthew 25:46; Psalm 9:17; Revelation 21:7, 8).
7. We believe that Jesus Christ shed His blood for the remission of sins that are past, for the regeneration of penitent sinners, and for salvation from sin and from sinning (Romans 3:25; 1 John 3:5-10; Ephesians 2:1-10).
8. We believe, teach, and firmly maintain the scriptural doctrine of justification by faith alone (Romans 5:1).
9. We believe that Jesus Christ shed His blood for the complete cleansing of the justified believer from all indwelling sin and from its pollution, subsequent to regeneration (1 John 1:7-9).

- 1 10. We believe in sanctification. While sanctification is initiated in regeneration and
2 consummated in glorification, we believe it includes a definite, instantaneous work of
3 grace achieved by faith subsequent to regeneration (Acts 26:18; 1 John 1:9).
4 Sanctification delivers from the power and dominion of sin. It is followed by lifelong
5 growth in grace and knowledge of our Lord and Savior Jesus Christ (2 Corinthians 4:16;
6 2 Peter 3:18).
- 7 11. We believe that the Pentecostal baptism of the Holy Ghost and fire is obtainable by a
8 definite act of appropriating faith on the part of the fully cleansed believer, and the initial
9 evidence of the reception of this experience is speaking with other tongues as the Spirit
10 gives utterance (Luke 11:13, Acts 1:5; 2:1-4; 8:17; 10:44-49; 19:6).
- 11 12. We believe in divine healing as provided in the atonement (Isaiah 53:4, 5; Matthew 8:16,
12 17; Mark 16:14-18; James 5:14-16; Exodus 15:26).
- 13 13. We believe in the imminent, personal, premillennial second coming of our Lord Jesus
14 Christ (1 Thessalonians 4:15-17; Titus 2:13; 2 Peter 3:10-14; Matthew 24:29-44) and
15 love and wait for His appearing (2 Timothy 4:8).
- 16 14. We believe it is the responsibility of every believer to dedicate his life to carrying out the
17 work of 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 six, 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 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 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 carefully read all Scripture references in the order given.

1 **1. God and the Trinity**

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

8 **2. Christ**

9 We believe in the incarnation of Christ through the virgin birth, which we hold without
10 question, as written in the Word of God (Isaiah 7:14; 9:6; Matthew 1:18-25; Luke 2:26-
11 35). We believe He was a perfect, sinless human being in whom dwelt all the fullness
12 of the Godhead bodily (Colossians 2:9), that He was very God and perfect man. We
13 believe He lived a sinless life and died upon the cross as an all-sufficient atonement for
14 our sins, for our personal transgressions and for original sin.

15 **3. Christ’s Resurrection**

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

23 **4. The Holy Spirit**

24 We believe the Holy Ghost, proceeding from the Father and the Son, is of one
25 substance, majesty and glory with the Father and the Son, very and eternal God. We
26 believe the Holy Ghost – or Holy Spirit – is a person and that He is the executive agent
27 of the Godhead in the dispensation of grace, that He anoints the preaching of the Word,
28 convicts of sin, and applies the benefits of the atonement; that He is our Teacher,
29 Comforter, and Guide, taking the things of Christ and revealing them to us, glorifying
30 Christ, guiding us into all truth, and showing us things to come; that all of these ministries
31 are based and function in accordance with the written Word of God (John 14:16, 17, 26;
32 15:26; 16:7-11, 13-15).

33 **5. The Holy Scriptures**

34 The International Pentecostal Holiness Church has from its inception believed the Bible
35 to be the inspired, inerrant, and authoritative Word of God (2 Timothy 3:15-17; 2 Peter

1 1:19-21; John 10:35). For many years we carried a statement respecting the Bible in
2 our General Rules. Then, in 1965, the Fifteenth General Conference voted to include
3 the language of paragraph 5 in our Articles of Faith. This action was duly ratified by our
4 local churches.

5 **6. The Future of Believers and Unbelievers**

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

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

16 **7. The Efficacy of the Blood of Jesus**

17 We believe in the efficacy and sufficiency of the shed blood of Jesus Christ for the
18 remission of sins committed in the past: for the regeneration, or new birth from above,
19 of penitent sinners, and for salvation or deliverance from sin and sinning (Matthew
20 26:28; Luke 22:20; Acts 20:28; Romans 5:9; Ephesians 1:7; Revelation 1:5; 5:9; 1 John
21 2:1, 3:5-10; 5:18; Romans 6:22; 7:24, 25; 8:1-4).

22 **8. Justification by Faith**

23 We believe, teach, and firmly maintain the scriptural doctrine of justification by faith
24 alone (Romans 5:1; Ephesians 2:8,9; Titus 3:4- 7). We do not believe that any sort or
25 degree of good works can procure or contribute toward our justification or salvation.
26 This is accomplished solely and exclusively on the basis of our faith in the shed blood,
27 the resurrection, and the justifying righteousness of our Lord Jesus Christ (Romans
28 4:23-25; 5:1-11, 20; 1 Corinthians 15:1-4).

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

33 **9. Cleansing**

34 We believe Jesus Christ shed His blood, not alone for our justification and the
35 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

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

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

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

This is Christian perfection – in which we love the Lord with all our heart, soul, mind, and strength and our neighbors as ourselves (Mark 12:29-31); in which we love Christ and keep His commandments (John 14:15), among which is this, “My little children, these things write I unto you, that ye sin not” (1 John 2:1).

The sanctified life is one of separation from the world, a selfless life, a life of devotion

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

11. The Baptism with the Holy Ghost and Speaking with Other Tongues

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

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

Moreover, we believe that to live in the fullness of the Holy Spirit’s power and possession, one must continue to live a clean and consecrated life, free from sin, strife, worldliness, and pride, and must avoid attitudes and actions that tend to “grieve” or “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 24:29-44; 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

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

2. Faith

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

3. Justification

Justification is the act of God, as the infinite Judge, pronouncing the penitent believing soul free from the condemnation of His righteous law. It is preceded by forgiveness and followed by regeneration. Forgiveness removes the guilt of sin; justification lifts the condemnation caused by those sins from the soul. The just God makes the soul just and upholds His just laws. His law is righteous, and the trusting soul being made just is also made righteous by the same act. Both are one. *Justification* and *righteousness* come from the same word in the original. The “righteousness of the law is fulfilled in them who walk not after the flesh, but after the Spirit.” Justification opens the way for the heart’s regeneration. The penitent believer is rightly related to law and justified by it through faith. The law endorses him because he is in Christ. Forgiveness, justification, and regeneration are not identical, but they all take place at the same time. The three are simultaneously received by the same act of faith.

4. Regeneration

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

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

Pardon and justification make a change in all life’s relationships. Regeneration is a change in state, that is, our inner nature. Being dead in sins, we are quickened to life by the impartation of the resurrection life of the glorified Christ. “He is our life,” and in 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. huiothesia; from huios – sons; thesia – placing – son placing*). The Father receives the regenerated one from the hand of His beloved Son and places him in His heavenly household. Jesus the firstborn 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 firstborn Son into the heart of the adopted son,” making him a “joint heir with Christ.” The Spirit of the firstborn 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 connected with the manifestation of Jehovah to the patriarchs, to Israel, the elect nation, and to and through Jesus Christ in fullness, is the only way by which the full knowledge of the word as to its meaning can be obtained.

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

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

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

This manifestation was clearer and more abundant in Christ Jesus, who was the effulgence of His Father’s glory (Hebrews 1:3). It also characterizes the fullness of the work of the Holy Ghost. From the root and stem significance of the Hebrew word *kadesh* and its equivalent in Greek, we learn by its historic development that holiness (“that which breaks forth *shiningly*”) is the fundamental essence and perfection of God’s being in infinite fullness. He embodies all holiness absolutely. There is none outside and 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 because 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 was held, which lasted but one day, or a part of a day. That day was the “morrow after the Sabbath” of the Unleavened Bread Feast, corresponding to our Sunday. From that Sabbath of the Feast of Unleavened Bread, Israel was commanded to number seven Sabbaths (which would make the seventh Sabbath the forty-ninth day), and on the morrow after the seventh Sabbath, Israel was commanded to observe the Feast of Weeks, or Feast of Harvest, which would be a feast on the fiftieth day.

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

The apostles, by Christ’s command, returned from the Mount of Olives, where they saw the Christ depart from earth, and in the Upper Room with over one hundred other

believers, began tarrying for the fulfillment of the “promise of the Father,” which the Christ assured them would be given “not many days hence.” They sought and waited ten days. The tenth day was the fiftieth day after the resurrection of the Christ. On that day, the old Feast of Harvest was observed. And at the hour that the priest offered the two loaves “according to the law,” the Holy Ghost fell upon those waiting in the Upper Room, “and they were all filled with the Holy Spirit.”

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

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

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

The coming of God the Holy Spirit to dwell in believers meant the coming of God the Son and God the Father at the same time. Pentecost is the indwelling of the adorable Trinity in individual believers and in the Church of the New Testament dispensation.

This is the great distinguishing feature of the Pentecostal baptism of the Holy Ghost. The Comforter was given to dwell in the hearts of the crucified – fully cleansed – believers. “And ye are clean – cleansed every whit – but not all” (John 13:10). The statement “not all” referred to Judas the betrayer. “Now ye are clean [cleansed, purified] through the word which I have spoken to you” (John 15:3). These statements were made before the Day of Pentecost. The washing of the disciples’ feet was a symbol of the inner cleansing of their hearts, and the statement “ye are clean every whit” was made at the time and place.

The “Upper Room” company, while tarrying ten days for the “endowment from on high,” 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

1 Christ's sacrifice on the cross. "Himself took our infirmities, and bare our sicknesses"
2 (Matthew 8:17), and "with his stripes we are healed" (Isaiah 53:5). This healing is
3 wrought solely by the application of the atonement to the body, through faith alone. The
4 Holy Spirit applies the efficacy of the blood of healing to the sick and afflicted body, or
5 parts, which in fact is the impartation of the resurrected life of the glorified Christ. This
6 is direct divine healing, effected by the divine Being in response to faith alone.

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

11 The earth is under the curse of the violation of the Edenic Covenant by the sin of the
12 first man, "as lord over all the works of God's hands." And this curse has caused a
13 thousand disturbances in the movement of natural law. An abnormal condition prevails,
14 largely throughout this mundane sphere. These abnormal disturbances have caused
15 the law of creation to work destruction in the natural. They interfere with the operation
16 of the law of recovery so that complete restoration is rarely ever fully attained.
17 Physicians depend upon this law of recovery to restore health, and as far as they know
18 this law, they endeavor to have the patient adjusted to its operation. Remedial agencies
19 can be beneficial only insofar as they assist in making this law of recovery normal in its
20 operation.

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

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

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

35 That period will be preliminary and preparatory in purpose. It is preliminary to the final
36 and absolute regeneration of all that belongs to this mundane creation. It is preparatory

1 to the reign of Christ as it will subjugate absolutely everything to the will of the Father
2 by destroying all enmities, animosities, and every possible degree of rebellion against
3 the royal will of God. When this is done, the eternity of the Kingdom will be fully
4 inaugurated. Ineffable glories, surpassing all finite conception, will fill the earth “as the
5 waters cover the sea.”

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

11 **10. Resurrection**

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

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

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

23 Therefore, Christ lived in a mortal body subject to suffering and death. He died “under
24 sin” – “unto sin” – an *atoning* death for sin in the body, and this being “finished,” He
25 “dropped out” of the mortal body on the cross. The same body that hung on the cross
26 was laid in the tomb, and the same body that lay in the tomb was the body that came
27 forth in the resurrection “on the third day.” Thus, His resurrection is proof of our
28 resurrection. His being raised from the dead is infallible proof of resurrection as a fact.
29 The manner of His coming forth illustrates the way the saints shall come forth. The same
30 body that each one left in death will be the one that shall be raised, and all will “enter
31 their own bodies” as Christ did His.

32 **11. Rewards**

33 Existence is eternal. Things existing can never cease to exist. Change of form and
34 places may occur, but this is not annihilation. Eternal existence is not identical with
35 immortality. The latter is a condition of the former, and commensurate with it. “[Christ]
36 only hath immortality, dwelling in light which no man can approach unto” (1 Timothy

6:16). “[He is] the resurrection, and the [immortal] life” (John 11:25).

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

The unconditionally lost in the ages of the ages to come will exist in a state of everlasting death, which can have no end. They shall have “everlasting shame and contempt” (Daniel 12:2), but not “life and immortality,” as that marks the state of the glorified saints in heaven, “unto the ages of the ages.” At the great judgment to come, the wicked depart into everlasting fire prepared for the devil and his angels (the “lake of fire” which is the “second death”), but the righteous enter into “life eternal,” or infinite immortality in the glory in which the eternal God dwells into all eternity.

—By Bishop J.H. King

Article VI. Ordinances

Although there are many meaningful religious services and ceremonies, only two practices 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 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 our 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 carefully judge 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 about 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, organizations with objectives and activities not in harmony with Scripture, or which require oath-bound allegiance that infringes on a member’s total allegiance to God (2 Corinthians 6:14-18; Ephesians 5:11). No goal shall divert us even to the slightest degree from the central goal of being “approved unto God” (2 Timothy 2:15).

6. Our Families

The family is the basic unit of society. Its divine origin, as expressed in the Bible, makes it of vital concern to the church. Growing out of our commitment as a people to a biblical lifestyle, we recognize the sanctity of marriage between one man and one woman until death parts them, including the biblical pattern of relationships in the home. While the

1 husband is the head of the home, he is also commanded to love and cherish his wife
2 as his own body. Wives are to respect and honor their husbands (Ephesians 5:22-28).

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

7 Parents are to teach and correct their children, but at the same time refrain from
8 provoking them to anger and resentment (Ephesians 6:4). Further, they are to refrain
9 from all forms of child abuse. Children are to respect and obey their parents (Ephesians
10 6:1-3). However, this admonition must not be used to manipulate a child into an abusive
11 relationship. Christian families should worship and pray together, play together, and
12 work together. The relationships in the Christian family should reflect the healing Christ
13 brings to all human relationships and should, therefore, never lead to or involve
14 domestic violence.

15 **7. Our Stewardship**

16 Our commitment to Jesus Christ includes stewardship. According to the Bible,
17 everything belongs to God (Psalm 24:1). We are stewards of His resources and
18 conscious of Him in the management of that trust. Our stewardship of possessions
19 begins with the tithe (Malachi 3:8-10). All our members are privileged and responsible
20 to return a tenth of all their income to the Lord. This tithe is to be paid into the
21 “storehouse.” This storehouse is the treasury of the local church or conference to which
22 the member belongs. In addition to the tithe, all members are blessed to give offerings
23 out of the ninety percent (90%) of God’s wealth He allows them to use (1 Corinthians
24 16:2).

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

31 **8. Our Loyalty**

32 Loyalty to Christ and His church is basic to the success of the International Pentecostal
33 Holiness Church. The faithful participation of every member, both lay and clergy, and
34 every local church and conference in the various ministries of the church is necessary
35 if the International Pentecostal Holiness Church is to fulfill its mission/vision. Loyalty
36 involves commitment to all the ministries of the church. Since leaders should be role

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

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

9 We oppose the increasing commercialization and secularization of Sunday.

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

15 **B. Affirming the Covenant of Commitment**

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

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

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

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

All this will we do, God being our Helper.

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

C. Conclusion

1. The Bible, the Final Lifestyle Authority

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

2. Excommunication

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

3. The Purpose – Producing Great Commission Christians

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

1

2 **Article VIII. Divorce and Remarriage**

3

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

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

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

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

10 **D.** The candidate's former marriage partner willingly and permanently deserted the believing
11 spouse (Matthew 5:31-32; 19:8-9; Romans 7:1-4; 1 Corinthians 7:15; 25-28, 39; 2
12 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 in 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 these Bylaws by the 2009 General Conference, such church shall not take any action which diminishes those rights without the written approval of the Conference Executive Council.
2. Each Planted Member Church in the IPHC holds the deed to its property in a relationship of trust. The congregation enjoys the benefits the facilities provide and is responsible to hand the property down to future generations of IPHC believers. In this process, the church has broad authority to buy, sell, trade, remodel, and encumber, enjoying all of the incidents of ownership, except that it cannot unilaterally change its deed, make the property independent, and/or take the property away from future generations of the IPHC family.
3. A Planted Member Church must recognize the International Pentecostal Holiness Church, Inc., in all its real property deeds as provided in this Article. The Planted

1 Member Church's deeds shall acknowledge and affirm the fact that it holds the deed to
2 its property in a relationship of trust for future IPHC generations. A Planted Member
3 Church shall not take any action which diminishes the rights created by the trust nature
4 of its ownership.

- 5 4. When a Planted Member Church decides to take a legal step (such as a building
6 program or a mortgage), the pastor shall advise the Conference Superintendent in
7 writing. The Conference Executive Council has responsibility to give advice and
8 counsel, as well as a final affirmation of the project before the legal work begins. If the
9 local church wishes to sell or mortgage its property, its Board of Trustees or directors
10 or Local Church Administrative Council shall have the authority to negotiate and arrange
11 the terms of such sale or mortgage, bond or note, and to execute the appropriate
12 documents as approved by the local church. At the time of the vote to sell or mortgage
13 local church property, or if foreclosure proceedings against the property are begun in
14 court, the Local Church Administrative Council or Board of Trustees or directors shall
15 give written notice of the intent to sell or mortgage such property, or of the foreclosure
16 proceedings, to the Conference Superintendent of the conference in whose territory the
17 property is located. This provision shall not restrict or limit a mortgagee from taking title
18 in case of default.

- 19 5. In the rare cases when a congregation chooses to violate the trust, it becomes the
20 responsibility of the Conference Executive Council, as defender of last resort, to
21 preserve the church facilities for succeeding generations of International Pentecostal
22 Holiness children and grandchildren in the faith.

- 23 6. A Transfer Member Church may retain full control of any real property the church
24 acquired before becoming an IPHC Transfer Member Church. Any real property
25 acquired after becoming an IPHC Transfer Member Church shall be subject to the
26 provisions of this Article regarding real property that apply to Planted Member
27 Churches, unless an exception to those provisions is granted in writing by the
28 Conference Executive Council.

- 29 7. The Board of Trustees or Board of Directors or Local Church Administrative Council, if
30 incorporated, holding title to local church property, shall be elected by the church
31 congregation and shall serve until removed and their successors elected. If a
32 conveyance, gift, or devise shall have been made directly to the local church without
33 reference to trustees, the Board of Trustees shall have the same authority as if they
34 were named in the deed or devise. Any local church shall be strongly discouraged from
35 receiving any deed to property by will or any other means which is encumbered by a
36 reversion clause.

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

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

The conveyance is made to, and shall be held by, the grantee in trust for the benefit of the International Pentecostal Holiness Church, in accordance with the provisions of the *International Pentecostal Holiness Church Manual*.

The 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 about 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 about 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 like 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 shall 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 churches 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 two-thirds 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 of the votes cast at a duly convened General Conference Session.
4. Once approved by a two-thirds 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.

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

1. A proposed amendment to the following articles of 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. Article I, Name, or
 - b. Article II, Organizational Form, or
 - c. Article V, Understanding the Articles of Faith, or
 - d. Article VI, Ordinances, or
 - e. Article VII, Covenant of Commitment, or
 - f. Article VIII, Divorce and Remarriage, or
 - g. Article IX, Church Property and Titles

- 1 2. Once reviewed by the Executive Committee of the Council of Bishops, the proposed
2 amendment shall be submitted for approval to the Council of Bishops. Such amendment
3 must be approved by a two-thirds of the Council of Bishops.
- 4 3. Once approved by the Council of Bishops, the proposed amendment shall be submitted
5 for approval at the next General Conference. Such amendment must be approved by
6 two-thirds of the votes cast at a duly convened General Conference Session. Once
7 approved by a two-thirds vote of the General Conference, the amendment shall become
8 effective.

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International Pentecostal Holiness Church Bylaws

Article III I. Organizational Structure - Local Churches

The International Pentecostal Holiness Church affirms local churches as ~~the primary~~ God's chosen vehicle of the presentation of ~~the body of Jesus~~ Christ in their local communities. The local IPHC is a body of Christian believers, under the lordship of Christ as set forth in the Articles of Faith (IPHC Constitution, Article V). The local church meets regularly to worship, proclaim the Word, equip the saints for ministry, and observe the ordinances of Christ (IPHC Constitution, Article VI). The local church ~~exists to live in love and communion with God, to represent His righteous reign on earth, and~~ performs the crucial mission of bringing redemption, healing, and restoration to the lost and fostering renewal in the congregation and community as a living testimony of God's grace and transformative power to fulfill His saving mission to the world.

A. A church listed as a Member Church by an IPHC conference as of August 1, 2009, shall be a Member Church of the International Pentecostal Holiness Church and shall retain its membership status, notwithstanding the criteria for new churches listed below. Local groups of people wishing to connect with the International Pentecostal Holiness Church shall be categorized as either a Planted Member Church, Transfer Member Church, House Church, or Satellite Church, if it meets the following criteria:

~~Member Churches shall:~~

1. Accept for membership only persons who agree with the IPHC Articles of Faith and the Covenant of Commitment and are in harmony with the Constitution and Bylaws of the *International Pentecostal Holiness Church Manual*.
2. Be incorporated, if located in a state that permits nonprofit religious corporations.
3. 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.
4. ~~Consist of twenty (20) or more persons, including at least twelve (12) individuals, 18 years of age or older (unless otherwise specified), and have an adequate number of spiritually qualified members to fill local church offices as per its bylaws.~~
5. ~~Enter into the appropriate Membership Agreement with the Conference Executive Council once its application and organizational structure are approved.~~
6. ~~4. 6.~~ 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 person identified as a male at birth and one person identified as a female at birth, (IPHC Constitution, Article VII, A, 6; IPHC Bylaws, Article IV, C; IPHC Bylaws, Article IV, D).

7. ~~5.~~ 7. Acknowledge our interdependence.

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

1. ~~As a~~ Member Church

A Member Church is an existing and organized congregation with the support of the International Pentecostal Holiness Church, Inc. Each new Member Church shall be categorized as either a Planted Member Church or a Transfer Member Church as follows:

a. Planted Member Church

~~4)~~ A Planted Member Church is a newly ~~created~~ formed 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~~. IPHC Bylaws, Article I, A.

~~2) —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 4) A Transfer Member Church is an existing, previously- organized church, which
2 was initially planted and organized without any association with or support from
3 the International Pentecostal Holiness Church, Inc., ~~its subdivisions, or its name,~~
4 and later ~~becomes a member of~~ joins an IPHC conference by meeting the criteria
5 in ~~paragraph 2) below.~~ IPHC Bylaws, Article I, A.

6 ~~2) —To become a Transfer Member Church, a group must consist of twenty~~
7 ~~(20) or more persons, including at least twelve (12) individuals 18 years of~~
8 ~~age or older, who have met the following criteria:~~

9 ~~(Criteria for house churches will be determined by Evangelism USA Ministries.)~~

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

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

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

17 d) ~~The group enters into the appropriate Transfer Membership agreement with~~
18 ~~the conference.~~

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

21 c. House Church

22 A house church is a group of friends, family, neighbors, or colleagues who gather
23 in private homes for worship. House churches are a Biblical model supported by
24 numerous passages in the New Testament specifically mentioning churches
25 meeting in houses. House churches focus on building community and helping
26 members live out their faith in their daily lives.

27 1) House churches must consist of at least 6 adults, 18 years of age or older.

28 2) House churches must be approved by the Conference Executive Council and
29 meet the criteria in the IPHC Bylaws, Article I, A, paragraphs 1, 2, 3, 5, 6, and
30 7).

31 3) House church leadership or pastor must be approved by the Conference
32 Executive Council and required to complete the House Church Training
33 courses provided by the IPHC.

34 d. Satellite Church

1 ~~6.~~ A Member Church may create satellite congregations that shall be under the
2 supervision of the mother church's senior pastor. Satellite congregations shall
3 have the same membership status and category as their mother church **and**
4 **meet the criteria listed in IPHC Bylaws, Article I, A.**
5

6 2. As an Affiliate Church

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

- 10 a. An Affiliate Church is connected with the International Pentecostal Holiness
11 Church at the conference level for the purpose of ecclesiastical training,
12 networking, ministry participation, and exploring full membership status with the
13 International Pentecostal Holiness Church.
- 14 b. An Affiliate Church must be incorporated and must have obtained its own Taxpayer
15 Identification Number prior to entering into an affiliation agreement with the
16 International Pentecostal Holiness Church.
- 17 c. The senior pastor must be an IPHC-credentialed minister of the conference with
18 which he and the church are associated. Should an Affiliate Church select a non-
19 IPHC senior pastor, the agreement is automatically terminated.
- 20 d. An Affiliate Church must enter into an affiliation agreement with the conference
21 using the prescribed affiliation agreement as adopted by the Council of Bishops.
- 22 e. The Affiliate Church shall provide documentation of appropriate and ~~adequate~~
23 ~~property, financial, and liability insurance coverage.~~ **acceptable liability, property**
24 **and casualty insurance, and other insurance requirements as determined by the**
25 **conference with which it is affiliated.**
- 26 f. An Affiliate Church is prohibited from being included under the International
27 Pentecostal Holiness Church's Group Exemption Certificate and must provide
28 evidence of their Internal Revenue Code Section 501(c)(3) tax exempt status.
- 29 g. Affiliate Churches have no voice or vote in IPHC Business Sessions, and
30 participation in the financial guidelines of the International Pentecostal Holiness
31 Church is voluntary.
- 32 h. An Affiliate Church may choose to become a fully-connected Transfer Member
33 Church at any time during this agreement and would then function in accordance
34 with the *International Pentecostal Holiness Church Manual*.

C. 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. The Administrative Council exists to meet the contemporary organizational needs in the local church. Local church structure ~~should shall thus include elders, deacons, and the Administrative Council.~~ include an administrative council and may include elders and deacons. The International Pentecostal Holiness Church recognizes that men and women may serve in these offices and ministries.

1. Regardless of the organizational structure of a local church, the highest governing body of a local church shall be the local church membership in a duly convened Local Church Business Session. The following provisions apply to any Local Church Business Session.

- a. A Local Church Business Session may be called by the Senior Pastor, by majority vote of the Local Church Administrative Council, or by the Conference Superintendent.
- b. At least seven days' notice of the time and location of the meeting is required unless the Local Church Administrative Council determines it is an emergency situation. In such emergency situation, the meeting can be held with 24-hour notice.
- c. A Local Church Business Session shall be chaired by the Senior Pastor or his appointee or the Conference Superintendent or his appointee.
- d. Members, age 16 and above, who have attended church and been faithful in tithing and attendance during the previous six months, shall be eligible to participate and vote in church business meetings. Those, who have been members for less than six months, are eligible to participate and vote, if they have been faithful in attendance and tithing during the time of membership.
- e. Unless otherwise required, decisions of a Local Church Business Session shall be decided by a majority of votes cast.

2. ~~1.~~ 2. 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) **Senior Pastor** 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 **IPHC Bylaws**, Article II, ~~Section E~~ **Part D**.

b) The Authority and Duties of the Senior Pastor:

- 1] The senior/lead pastor is a servant of Christ and shall live an exemplary Christian life, meeting the requirements of 1 Timothy 3: 1-7 and Titus 1: 7-9.
- 2] ~~4]~~ **2]** The senior pastor shall serve the local church as the key visionary (Jeremiah 3:15).
- 3] ~~2]~~ **3]** The senior pastor is responsible for the preaching and teaching of God's Word (2 Timothy 4:2) and equipping the saints for ministry (Ephesians 4:11-12).
- 4] ~~3]~~ **4]** The senior pastor shall lead the local church in congregational care and discipleship (1 Peter 5: 2-4 and Ephesians 4:12).
- 5] The senior pastor shall have the authority and responsibility, after consultation with the Conference Superintendent, to counsel, correct, and remove any church official, elected or appointed, who may be out of harmony with the current edition of the *International Pentecostal Holiness Church Manual*.
- 6] The senior pastor is the chairman of the Local Church Administrative Council and ex officio chairman of all ministry councils and committees. Where a local church is incorporated, the senior pastor shall serve as president of the local corporation and as the chief executive officer.

7] 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.

8] The senior pastor is amenable to the Conference Executive Council. **In the IPHC Bylaws, amenable is defined as readily yielding, submissive, cooperative, and able to be directed by one in authority.**

~~Article V, F, 2.~~ 9] To protect those under our care from potential abuse, all leaders and workers in the **local church of the** International Pentecostal Holiness Church ~~should~~ **shall** be screened carefully before being allowed to serve. Such screening ~~should~~ **shall** include a minimum of a criminal background check.

2) Secretary

a) **Secretary** Overview

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

b) The Authority and Duties of the Secretary

1] The secretary shall keep the minutes of Business Sessions of the Local Church Administrative Council and church Business Sessions.

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

3] The secretary shall prepare and mail reports, after they have been signed by the senior pastor, on the forms required by the conference. Failure to comply shall be grounds for dismissal as secretary.

3) Treasurer

a) **Treasurer** Overview

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

b) Neither the senior pastor nor any member of the senior pastor's family shall serve or function as the treasurer or bookkeeper. For purposes of this provision, a family member is defined as any member of the pastor's household or one of the following: pastor's spouse, son, daughter, brother, sister, mother, father, father-in-law, mother-in law, brother-in-law, sister- in-

1 law, son-in-law, or daughter-in-law.

2 c) All local church financial accounts shall have at least two signatories. (This
3 does not require that all checks must have two signatures.)

4 d) Exceptions to paragraphs b) or c) **above** must be approved by the
5 Conference Executive Council.

6 e) The Authority and Duties of the Treasurer

7 1] The treasurer shall keep an accurate record of all receipts, accounts,
8 and disbursements of monies.

9 2] A minimum of two persons, **not including the treasurer**, shall be
10 appointed to count and record all offerings received by the local church.
11 **The persons counting cannot be members of the same household, of**
12 **the treasurer's family, or of the pastor's family as described in IPHC**
13 **Bylaws, Article I, C, 1, 3), b). Exceptions to this provision must be**
14 **approved by the Conference Executive Council.**

15 3] The treasurer shall **deposit ensure that** all monies of the local church **are**
16 **deposited** in a bank in the name of the church.

17 4] The treasurer shall **disburse funds ensure that funds are disbursed** as
18 authorized by the senior pastor, church, or Local Church Administrative
19 Council. All expenditures shall be properly documented.

20 5] **Any one, other than the treasurer, designated to deposit or disburse**
21 **funds on behalf of the church shall be approved by the Local Church**
22 **Administrative Council.**

23 6] ~~5]~~ 6] The treasurer shall provide monthly financial statements,
24 accompanied by the most recent bank statement, reconciled to the
25 financial records, to the senior pastor and Local Church Administrative
26 Council. Failure to comply shall be grounds for dismissal as treasurer.

27 7] ~~6]~~ 7] The treasurer shall see that the provisions regarding annual
28 financial accountability are followed by the local church.

29 4) Local Church Administrative Council Members

30 Other Local Church Administrative Council members serve on the Local
31 Church Administrative Council to assist the senior pastor and the secretary
32 and/or treasurer in directing the administrative operations and decisions of the
33 church.

34 5) Other Leadership Positions

1 a) Elders and Deacons

2 1] The senior pastor may select elders and deacons who support his/her
3 vision. Elders shall assist the senior pastor in providing spiritual
4 oversight to the church. Deacons shall assist the senior pastor in
5 providing for the welfare of the church. Elders and deacons who are
6 members of the conference may not serve on the Local Church
7 Administrative Council. Elders and deacons must meet the biblical
8 requirements (Acts 20:28-30; 1 Peter 5:1-4; 1 Timothy 3:1-7; Titus 1:5-
9 9; Acts 6:3; 1 Timothy 3:8-13).

10 2] The senior pastor shall select from the congregation members, who
11 have demonstrated the biblical characteristics of an elder.

12 3] An elder may be a licensed or ordained minister in a conference. Any
13 licensed or ordained minister who is asked by the senior pastor to serve
14 as an elder and accepts said position shall submit to and support the
15 vision and ministry of the senior pastor. Any licensed or ordained
16 minister who is an elder in a local church remains a member of his
17 conference and is ultimately accountable to his conference.

18 4] Elders not ordained or licensed by the conference may serve on the
19 Local Church Administrative Council, if elected.

20 b) Associate Pastors

21 The senior pastor may select associate pastors to assist in the local church
22 ministry. The associate pastor shall submit to and support the vision of the
23 senior pastor. If the associate pastor is a member of the conference, he/she
24 remains ultimately accountable to the conference.

25 6) Local Church Administrative Council

26 a) In consultation with the Conference Executive Council, the Local Church
27 Administrative Council (LCAC) shall determine the size of the LCAC in a
28 duly convened Business Session. When possible, the Local Church
29 Administrative Council shall consist of a minimum of five (5) voting
30 members, including the following:

31 1] Senior pastor, chairman

32 2] Secretary/treasurer (one or two persons may hold the offices of
33 secretary and treasurer)

34 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 individuals, who have been members of the local church for at least six (6) months, meeting the following 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) Criteria for divorced 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 (IPHC Constitution, [Section Article VIII](#)), he may apply for that position in the local church.
 - 2] The Local Church Administrative Council shall use the principles in [Section Article VIII](#) of the IPHC Constitution as its basis for considering all such applications.
 - 3] The Local Church Administrative Council shall have the authority to require a copy of the divorce decree and any other documents or information it deems appropriate in making a wise decision. This applies to the spouse, as well, if both are divorced.
 - 4] The candidate must have proven ~~himself in his current marriage to be~~ faithful in their current marriage 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 Local Church Administrative Council, with one year as a minimum.

- 1 e) Criteria for an individual, who serves in the ministry of deacon or elder or in
2 another position on the Local Church Administrative Council in the IPHC
3 who divorces his wife and/or remarries are as follows:
- 4 1] If the Local Church Administrative Council determines that the divorce
5 of a deacon or elder or other member of the Local Church Administrative
6 Council was justifiable according to at least one of the criteria in the
7 *International Pentecostal Holiness Church Manual* (IPHC Constitution,
8 ~~Section~~ Article VIII), the individual shall be permitted to continue in that
9 local ministry without interruption. In addition, no ecclesiastical penalty
10 shall apply if the individual remarries.
- 11 2] If the divorce of a deacon or elder or other member of the Local Church
12 Administrative Council is not deemed justifiable by the Local Church
13 Administrative Council according to the four criteria ~~for divorce and~~
14 ~~remarriage as~~ stated in the IPHC Constitution, Article VIII, then ~~the~~
15 ~~disciplinary procedures of IPHC Bylaws, Article VI, Dispute Resolution~~
16 ~~and Disciplinary Procedures, Section E. Part E Restoration,~~ shall apply.
- 17 f) Method of Selection
- 18 1] The Local Church Administrative Council determines whether the
19 secretary and/or treasurer is appointed by the Local Church
20 Administrative Council or elected by the church. If the secretary and/or
21 treasurer is appointed, the Local Church Administrative Council may or
22 may not grant him or her voting privileges.
- 23 2] A nominating committee, appointed by ~~and chaired by the senior pastor~~
24 ~~and approved by~~ the Local Church Administrative Council, ~~in~~
25 ~~consultation with the senior pastor and chaired by the senior pastor,~~
26 shall nominate all Local Church Administrative Council members and
27 the secretary and/or treasurer (unless the secretary/treasurer is
28 appointed.)
- 29 3] The members of the local church shall be allowed ~~access~~ to ~~make~~
30 ~~recommendations to~~ the nominating committee.
- 31 4] The nominating committee shall nominate no more than two persons for
32 secretary/treasurer, or no more than two persons for secretary and two
33 persons for treasurer.
- 34 a] The church shall elect one of the two nominees. In the event only
35 one person is nominated, the church ~~will~~ shall ratify 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. If only one person is nominated per open position, the church ~~will~~ shall ratify the nominee.

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, ~~under the leadership of the senior pastor~~, is amenable to ~~the senior pastor and~~ the local church ~~body~~ membership. Amenable is defined in IPHC Bylaws, Article I, Part C, Section 2, paragraph b), 8].

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 help provide oversight, accountability, and adopt policies regarding the administrative operations of the local church. In consultation with the pastor, the Local Church Administrative Council is also responsible for the local church's

1 cooperation with the conference and general-level ministries and
2 programs.

3 3] The Local Church Administrative Council shall meet only at the call or
4 with the permission of the senior pastor.

5 4] The Local Church Administrative Council shall have at least four six
6 regular quarterly meetings per calendar year. The purpose of these
7 meetings is for prayer, vision casting, review of church health and
8 finances, strategic planning and review of ministry alignment. The
9 Administrative Council manages the church's administrative functions
10 and policy decisions. The senior pastor may schedule additional called
11 meetings as necessary. It is recommended that Local Church
12 Administrative Councils meet monthly.

13 5] Each Local Church Administrative Council member shall adhere to a
14 policy of confidentiality. Failure to do so will shall be grounds for
15 dismissal from the Local Church Administrative Council.

16 6] The Local Church Administrative Council shall keep the membership roll
17 up to date in the following manner:

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

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

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

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

1 When a letter of transfer is requested and not received within thirty
2 (30) days, the senior pastor receiving the member shall notify the
3 former senior pastor that a change has been effected.

4 7] No church or Local Church Administrative Council shall make any rule
5 pertaining to finance contrary to standards set by the General
6 Conference or conference in session.

7 8] The Local Church Administrative Council or designated finance
8 committee ~~will~~ shall set the senior pastor's and staff compensation
9 ~~package~~ packages (salary, housing allowance, insurance, retirement,
10 self-employment tax reimbursement, etc.) as set forth in the IPHC
11 Bylaws, Article V, A, 5, f. ~~The package shall be reviewed annually by~~
12 ~~December 31 for the following year. The Local Church Administrative~~
13 ~~Council will forward to the conference the results of its annual review in~~
14 ~~its January report of the following year.~~

15 9] Each local church shall defray the expenses of its senior pastor to all
16 meetings of the conference and to General Conference as set forth in
17 IPHC Bylaws, Article V, A, 5, i.

18 10] In the case of a vacancy in the office of senior pastor, the Local Church
19 Administrative Council shall contact the conference superintendent to
20 arrange for the pulpit to be filled.

21 11] It shall be the responsibility of the Local Church Administrative Council,
22 through the senior pastor, or his appointee, to investigate allegations
23 that may reflect on members of the church, hear complaints against
24 them, and settle differences without a hearing when possible. However,
25 the Local Church Administrative Council is ~~expected~~ required to report
26 allegations of criminal abuse of a minor to the appropriate authority
27 immediately.

28 12] The Local Church Administrative Council shall be responsible for
29 making sure the church has appropriate and ~~adequate property,~~
30 ~~financial, and liability insurance coverage.~~ acceptable liability, property
31 and casualty insurance, and any other insurance requirements as
32 determined by the conference with which it is affiliated.

33 13] Pastors and Local Church Administrative Councils shall comply with
34 Internal Revenue Service (IRS) regulations relative to finances and
35 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~~ **four** regular meetings per calendar year **for the purpose of prayer, vision casting, ministries collaboration and communication, and strategic and calendar planning. The cabinet is responsible for overseeing the various ministries and functions of the church, ensuring they are aligned with the church's vision and mission.** 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~~ **shall** be subject to qualifications established by the Local Church Administrative Council.

3. ~~2.~~ 3. Other Models of Local Church Leadership and Organizational Structure

- a. ~~a.~~ If a senior pastor and the Local Church Administrative Council, in a duly convened Local Church Administrative Council Business Session, determine that a different organizational structure would enhance their local ministry, they may submit a proposal for an alternate structure to their Conference Executive Council for approval. ~~The Conference Executive Council shall approve alternate structures presented if the structure meets the following criteria:~~
- b. If the proposed alternate structure is approved by the Conference Executive Council, the alternate structure as approved by the Conference Executive Council without changes, shall be submitted to the local church membership for approval in a duly convened Church Business Session. A majority of those voting is required to approve the alternate structure. If the alternate structure is not approved, the existing structure shall remain in effect.
- c. In considering proposed alternate structures, the Conference Executive Council shall grant approval only if the structure meets the following criteria:
 - 1) ~~a.~~ 1) The structure is in harmony with the Articles of Faith and the financial guidelines of the International Pentecostal Holiness Church.
 - 2) ~~b.~~ 2) The structure provides for adequate accountability.
 - 3) ~~c.~~ 3) The structure is in compliance with the conference and General Conference delegate structure of the International Pentecostal Holiness Church.

D. Electronic Meetings, Voting, and Communications

1. Electronic Meetings

The Local Church Administrative Council, Local Church Ministry Cabinet, and all other committees, task forces, or similar bodies shall be authorized to meet by telephone conference or through other electronic communications media so long as all members can simultaneously hear each other and participate during the meetings.

2. Voting

An anonymous vote conducted through any designated Internet service or voting utilizing ADRs (Audience Response Devices) shall be deemed to be a ballot vote.

3. Communications

Unless members indicate otherwise, all communication required in these bylaws, including meeting notices, may be sent electronically.

Article II. Organizational Structure - Conferences

A. Overview

1. The conference is the mid-level organizational body of the International Pentecostal Holiness Church.
2. A conference ~~will~~ **shall** consist of any or all of the following components:
 - a. ~~d.~~ **a.** Senior/Lead Pastors
 - b. ~~e.~~ **b.** Member Churches
 - c. ~~f.~~ **c.** Networks of churches (groups of Member Churches that have a cooperative relationship with one another in addition to their membership in the conference)
 - d. ~~a.~~ **d.** A Conference **may have a** Ministry Center as its central office
 - e. ~~b.~~ **e.** Elected/appointed leaders and staff
 - f. ~~e.~~ **f.** Credentialed, licensed, or ordained clergy
 - g. Other ministry organizations
3. **Effective service to the local church is accomplished as Conference leaders resource and build relationships with local church pastors and their ministry teams. At the local church level, converts are baptized, members are received, communion is observed, discipleship takes place, leaders are discovered and appointed to serve locally, regionally and nationally, and resources are gathered to be used to build the kingdom of God.**
4. ~~3.~~ **4.** A conference ~~exists to~~ empowers and equips the local church by **the following:**
 - a. ~~General~~
 - a. ~~1.)~~ **a.** Cast and communicate the vision and mission of the IPHC.
 - b. ~~2.)~~ ~~Promote~~ **Make** the ministries and programs of the IPHC **available to the local churches.**
 - c. ~~3.)~~ **c.** Facilitate the financial guidelines of the IPHC.
 - d. ~~Local Congregations~~
 - d. ~~4.)~~ **d.** Oversee and provide resources to **the pastors of each of the Conference congregations.**
 - e. **Discover, develop, and implement strategies for both pastoral and congregational health.**
 - f. ~~2.)~~ **f.** Assist congregations/clergy in planting new congregations.
 - g. ~~3.)~~ **g.** Resolve conflicts involving congregations and/or clergy.

~~c. —Clergy~~

h. ~~4)~~ h. Train and credential clergy.

i. ~~2)~~ i. Care for and restore clergy.

~~3) —Provide resources to ministries/clergy~~

5. ~~4.~~ 5. Existing Conference Criteria

Existing conference criteria shall be the same as the criteria for the establishment of new conferences. The Conference Advancement Committee ~~will~~ shall give review and oversight to conferences that do not meet the criteria. Because each existing conference is different and is in different geographical locations, the committee ~~will~~ shall have flexibility to give proper oversight to the conferences not meeting the aforementioned criteria. The goal is to work with these conferences and their leadership to devise a strategy for accountability and growth moving forward.

6. ~~5.~~ 6. 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~~ shall 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.

7. ~~6.~~ 7. 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 person identified as a male at birth and one person identified as a female at birth. (IPHC Constitution, Article VII, Part A, Section 6).

B. Conferences

1. Conference Sessions

a. Overview

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, cast vision, license and ordain clergy, receive training, and 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 each Conference Session. **The Conference Superintendent shall submit the minutes of each Conference Session to the IPHC Archives.**

b. Membership

- 1) Except for the church delegates in paragraph **j. h.** below, all delegates to Conference Sessions shall be certified by the Conference Executive Council as active members in good standing of the IPHC (see **IPHC** Constitution, Article II, **Section Part B.**). The voting membership of a conference in any Quadrennial, Annual, or Called Conference Session shall be composed of the following delegates from that conference:
 - a) Conference superintendent and spouse
 - b) Conference-level Council members, committee members and their spouses
 - c) Lead/senior pastors and spouses
 - d) Ordained clergy (active or retired) and spouses
 - e) Licensed clergy (active or retired) and spouses
 - f) Spouses of deceased pastors or ministers who are in good standing with the conference, if they remain unmarried
 - g) Conference appointed ministry directors
 - h) Members of the Council of Bishops Executive Committee, when present, even though they are not members of that conference
 - i) Church delegates to the conference session based on the following policies:
 - 1] Only Member Churches that comply with the Church Tithe (**IPHC Bylaws, Article V, B**) are allowed to send church delegates to a Conference Session.
 - 2] The number of delegates a church is allowed to send to the Conference Session is based on the church's composite number. Member Churches

1 may send one delegate per 25 composite number, or major fraction
2 thereof. A Member Church with 25 members or fewer ~~will~~ **shall** qualify to
3 send one delegate.

4 The composite number is the average of:

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

12 c. Conference Session Committees

13 The number, nature, composition, criteria, and method of selection of committees
14 for Conference Sessions shall be determined by each conference in Conference
15 Session or by the Conference Executive Council.

- 16 d. Clergy and lay membership on all councils and committees on the conference level
17 ~~will~~ **shall** be allowed, based on the clergy or lay member's compliance with the
18 financial guidelines. Only lay members who meet the qualifications to serve as
19 members of a Local Church Administrative Council shall be eligible to serve on
20 conference-level councils and committees.

21 2. Conference Officials

22 a. Conference Superintendent

23 1) **Conference Superintendent** Overview

- 24 a) The Conference Superintendent is the spiritual and administrative leader of
25 the conference. ~~His spiritual leadership is, as~~ reflected in the biblical
26 ministries of apostles and bishops. ~~His administrative functions are~~
27 ~~reflected in the biblical ministries of apostles and bishops. His~~ **The**
28 administrative functions **of the Conference Superintendent** are reflected in
29 the contemporary language of chief executive officer (CEO). As such, ~~he~~
30 **the Conference Superintendent** provides mission, vision, and focus to ~~his~~
31 **the** conference to promote church growth, world evangelism, discipleship,
32 and care to the clergy and flock of God under his charge.

- 33 b) Since the Conference Superintendent serves both clergy and laypersons,
34 he must seek to be sensitive to the needs of both clergy and local

1 congregations as he ministers to both parties.

2 c) The Conference Superintendent shall serve as the chairman of the
3 Conference Executive Council.

4 d) The Conference Superintendent shall bear the honorary title of bishop while
5 in office.

6 e) The Conference Superintendent, or his appointee, shall participate in the
7 Conference Superintendent Mentoring Program established by the General
8 Superintendent.

9 2) The Authority and Duties of the Conference Superintendent

10 a) The job description of the Conference Superintendent shall be developed
11 by the General Superintendent and approved by the Council of Bishops in
12 session. Once approved, it shall be included in the *International Pentecostal*
13 *Holiness Church Conference Superintendent's Manual*.

14 b) The Conference Superintendent shall coordinate the ministries of the
15 conference through the Conference Executive Council and the Conference
16 Ministries Cabinet.

17 c) The Conference Superintendent shall employ/ terminate ~~all~~ Conference
18 Ministry Center employees in consultation with the Conference Executive
19 Council.

20 d) Upon the election or reelection of a Conference Superintendent, the new or
21 reelected Conference Superintendent shall have the authority to retain or
22 dismiss any paid staff member after consultation with the Conference
23 Executive Council. The requirement for consultation does not thereafter
24 eliminate or otherwise compromise the Conference Superintendent's
25 discretion to terminate for any reason any "at will" employee, that is, any
26 employee, who is not subject to an employment contract.

27 e) The Conference Superintendent is amenable to the Conference Executive
28 Council and the General Superintendent and shall provide a quarterly
29 written report to each one. Amenable is defined in IPHC Bylaws, Article I,
30 Part C, Section 2, paragraph b), 8]. The written report shall include records
31 of each conference ministry department concerning goals and objectives
32 achieved, clergy care and trainings, resources produced, pastoral team
33 trainings coordinated, ministry impact, and other records deemed
34 necessary by the Conference Executive Council or the General
35 Superintendent. The written reports of each department shall also be

submitted by the Conference Secretary to the Conference Archives.

- f) The Conference Superintendent is the shepherd to the clergy and works for their interest and welfare. He shall encourage each Local Church Administrative Council to support its senior pastor liberally.
- g) The Conference Superintendent, and/or his appointee, shall be responsible for the promotion of all International Pentecostal Holiness Church ministries.
- h) If authorized by the General Superintendent, the Conference Superintendent may preside over a Conference Session.
- i) The Conference Superintendent, or his appointee, shall be the chairman of the following:
 - 1] Conference Executive Council
 - 2] Conference Ministries Cabinet
 - 3] All Conference councils and committees
- j) The Conference Superintendent, and/or his appointee, 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 provide for pastoral oversight immediately and until the vacancy is filled.
- l) The Conference Superintendent, or his appointee, shall have the authority to approve the organization of 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 IPHC Bylaws, Article VI.
- n) The Conference Superintendent shall receive written reports from all conference departments and ministries. The reports shall include records of goals and objectives achieved, resources produced, trainings coordinated, ministry impact, and other records deemed necessary by the Conference Executive Council or the Conference Superintendent. The written reports of each department shall also be submitted by the Conference Secretary to the IPHC Archives.
- 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, during a pastoral vacancy, to appoint a senior pastor until such time as the group becomes a Member Church.

q) The Conference Superintendent is responsible for initiating the action detailed in **IPHC Bylaws**, Article II, **Section Part B**, **Paragraph Section 3**, **paragraph c**, 13 and 14.

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) **Conference Secretary** Overview

The conference secretary has the responsibility for maintaining the official nonfinancial records of the conference. For incorporated conferences, the conference secretary serves as the corporate secretary.

2) The Authority and Duties of the Secretary

a) The secretary shall prepare, edit, and distribute the minutes of all Conference Sessions and meetings of the Conference Executive Council and forward a copy to the General Superintendent's Office for archival purposes.

b) The secretary, and/or his appointee, shall maintain an up-to-date conference membership roster, including the manner and date of the reception and transfer of members.

d. Conference Treasurer

1) **Conference Treasurer** Overview

a) The conference treasurer has the responsibility for maintaining the official financial records of the conference and providing periodic financial reports. When necessary, the treasurer serves as the chief financial officer (CFO) of the conference.

b) Neither the Conference Superintendent nor any member of the **Conference**

1 Superintendent's family shall serve or function as the treasurer or
2 bookkeeper. For purposes of this provision, a family member is defined as
3 any member of the **Conference** Superintendent's household or one of the
4 following: ~~e)~~ Superintendent's spouse, son, daughter, brother, sister,
5 mother, father, father-in law, mother-in- law, brother-in-law, sister-in-law,
6 son-in-law, or daughter-in-law.

- 7 c) ~~d)~~ c). All conference financial accounts shall have at least two signatories.
8 (This does not require that all checks must have two signatures.)

9 2) The Authority and Duties of the Treasurer

- 10 a) The treasurer shall be responsible for seeing that an accurate record of all
11 receipts, accounts, and disbursements of monies is maintained.
- 12 b) The treasurer shall be responsible for seeing that all funds of the conference
13 are deposited in a bank in the name of the conference.
- 14 c) The treasurer shall be responsible for establishing and maintaining an
15 effective system of internal control in consultation with the Conference
16 Executive Council.
- 17 d) The treasurer shall see that funds are disbursed as authorized by the
18 Conference Executive Council, Conference Superintendent, or the
19 conference in session.
- 20 e) The treasurer shall provide monthly financial statements to the Conference
21 Executive Council.
- 22 f) The treasurer shall be responsible for seeing that all financial reports
23 required to be sent to the Global Ministry Center are prepared accurately
24 and ~~mailed~~ submitted by the specified deadline.
- 25 g) The treasurer shall see that the provisions regarding annual financial
26 accountability are followed by the conference.
- 27 h) The treasurer shall see that financial statements are provided to the
28 conference annually.
- 29 i) The treasurer shall report material financial irregularities to the Conference
30 Superintendent and the Conference Executive Council.

31 e. Other Conference Executive Council Members:

32 Other Conference Executive Council members serve to assist the Conference
33 Superintendent, the Assistant conference Superintendent, and the secretary
34 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, **who shall serve as the Vice Chair**
- 3) Secretary/treasurer (one or two persons may hold the offices of secretary and treasurer)
- 4) At least two additional members at large

b. Method of Selection **of the Conference Executive Council**

- 1) All members of the Conference Executive Council shall be elected by the conference for four-year terms. Elections ~~will~~ **shall** be by majority vote.
- 2) Election of Conference Executive Council members shall be in the order listed above **in paragraph a.**
- 3) **In a duly convened Quadrennial Conference**, each conference ~~shall~~ **may** adopt **by majority vote** one of the following term options for Executive Council members ~~at its next Quadrennial Conference~~. The ~~decision of~~ **option adopted** **by** the conference shall apply to all subsequent elections, unless otherwise determined by the General Conference **or the conference's Quadrennial Conference.**
 - a) **Term Limit Option 1** - The conference, in session, may choose by a majority vote to adopt a term limit of three consecutive terms in any one office for all Executive Council members. In the event a person fills the unexpired term of a Conference Executive Council member, it shall not prohibit that person from serving three full terms in that office if elected.
 - b) **Term Limit Option 2** - The conference, in session, may choose by a majority vote to adopt no term limits for all Executive Council members.
- 4) In case the office of the Conference Superintendent becomes vacant, the General Superintendent shall be notified immediately, and he shall authorize the Assistant **Conference** Superintendent to assume the duties of the Conference Superintendent. If an alternate structure has been approved for the conference, the General Superintendent shall authorize the successor provided by the alternate structure.
- 5) Other vacancies on the Conference Executive Council shall be filled by the Conference Executive Council by selecting one of the methods listed below

1 after consultation with the General Superintendent. If an alternate structure has
2 been approved for the conference, such vacancies shall be filled as provided
3 by the alternate structure.

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

5 b) Hold a called session of the conference to elect a replacement to serve out
6 the unexpired term of the office vacated

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

9 c. Authority and Duties of the Conference Executive Council

10 1) The Conference Executive Council shall have at least four regular quarterly
11 meetings per calendar year. The purpose of these meetings may include
12 prayer, vision casting, discussions of conference health and finances, clergy
13 care and trainings, ministries communication, and strategic planning. The
14 Conference Executive Council serves as the conference executive body, which
15 manages the conference's administrative functions and policy decisions. The
16 Conference Superintendent may schedule additional called meetings as
17 necessary. ~~It is recommended that Conference Executive Councils meet~~
18 ~~monthly. The conference in session may establish the frequency of meetings~~
19 ~~of the Conference Executive Council.~~

20 2) Subject to paragraph 1) above, the Conference Executive Council shall meet
21 only at the call or with the permission of the Conference Superintendent. The
22 Conference Executive Council will be considered in session via electronic
23 means according to the IPHC Bylaws, Article II, Part E as long as sufficient
24 response to confirm a quorum has been determined.

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

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

- 1 5) **In consultation with the General Superintendent, the** ~~The~~ Conference Executive
2 Council shall have the authority to remove a senior pastor from his appointment
3 or to suspend him from the ministry if he is found to be out of harmony with the
4 *International Pentecostal Holiness Church Manual*.
- 5 6) If a minister belonging to one conference and ministering in another conference
6 is accused of immoral conduct or erroneous teachings, the Conference
7 Superintendent where he is ministering shall refer the matter to the Conference
8 Executive Council to which he belongs.
- 9 7) A credentialed IPHC clergy member may request a transfer to any IPHC
10 conference. The Conference Superintendent may contact the transferring
11 Conference Superintendent and determine the requirements the minister met
12 in originally qualifying for credentials. If the transferring minister has not already
13 met all of the IPHC requirements for clergy credentials established by the
14 Council of Bishops, the receiving Conference Executive Council may stipulate
15 the remaining requirements to be met and require that they be met within the
16 transferee's first two years of membership.
- 17 8) Conference Executive Council members are amenable, **as defined in IPHC**
18 **Bylaws, Article I, Part C, Section 2, paragraph b), 8]**, to the Conference
19 Superintendent and the conference. They shall cooperate with the Conference
20 Superintendent and the Council of Bishops to promote conference and General
21 programs throughout the conference.
- 22 9) All conference departmental councils and committees are amenable to the
23 Conference Superintendent and the Conference Executive Council. **Amenable**
24 **is defined in IPHC Bylaws, Article I, Part C, Section 2, paragraph b), 8]**.
- 25 10) The Conference Executive Council shall be responsible for making sure the
26 conference has appropriate and ~~adequate property, financial, and liability~~
27 ~~insurance coverage~~ **acceptable liability, property and casualty insurance, and**
28 **other insurance requirements determined by the conference.**
- 29 11) The Conference Executive Council has authority, with the approval of the
30 General Superintendent, to receive clergy from other fellowships who meet the
31 ministerial requirements of the International Pentecostal Holiness Church.
- 32 12) The Conference Executive Council, through the Conference Superintendent or
33 his appointee, shall be authorized, with cause, to examine the financial records,
34 policies, and procedures of a local church. Cause shall include, but not be
35 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 ~~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 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~~ **future** 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.~~ do one or all of the following:

- a) Bring the local church under the supervision of the Conference Executive Council and function as the Local Church Administrative Council
- b) Act as the trustees of any property owned by a Member Church
- c) Remove the pastor

15) 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~~ shall submit his findings to the Council of Bishops Executive Committee. The Executive Committee ~~will~~ shall determine whether a vote of confidence by the conference in session is necessary. If the Conference Superintendent is sustained by the conference in 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.

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 convey vision and 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 recommended by the Conference Superintendent and approved by the Conference Executive Council
- c. The Authority and Duties of the Conference Ministries Cabinet
 - 1) The Conference Ministries Cabinet shall be the instrument through which the Conference Superintendent and other conference leaders communicate the mission/vision, purposes, and objectives of the International Pentecostal Holiness Church and the Conference.
 - 2) The Conference Ministries Cabinet shall have at least ~~one~~ two regular meetings per calendar year for the purpose of prayer, vision casting, collaboration and

communication, strategic planning, and calendar coordination. The cabinet is responsible for overseeing the various ministries and functions of the conference, ensuring they are aligned with the conference's vision and mission. The Conference Superintendent may schedule additional called meetings as necessary.

- 3) Subject to paragraph 2) above, the Conference Ministries Cabinet shall meet only at the call or with the permission of the Conference Superintendent.
 - 4) The Ministries Cabinet shall be responsible for reviewing and facilitating the coordination of the various policies and procedures of conference-level departments and ministries.
 - 5) The Ministries Cabinet shall have the right to recommend changes in policy and procedure to the conference-level councils and committees responsible for establishing the policies and procedures of the conference.
5. If a Conference Superintendent and Conference Executive Council determine that a different organizational structure would enhance their conference, the structure shall be developed in consultation with the **Council of Bishops** Executive Committee and approved by the Council of Bishops in session.
- a. The Council of Bishops, in session, shall approve alternate structures presented, 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. Establishing New Conferences

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

D. Pastoral Appointments

1. The Conference Superintendent, or his appointee, shall meet with the Local Church

Administrative Council to determine the best method of selection. The pastoral candidate or the Local Church Administrative Council may request a vote of affirmation by the local congregation. Pastoral candidates may be considered from any conference in the International Pentecostal Holiness Church. In all situations, senior pastors and churches are subject to the appointing powers of the conference. Unless an alternative structure has been approved by the Conference Executive Council, the office of senior/lead pastor shall be held by only one person, who must be a credentialed IPHC clergy member.

2. If after six months the church has not selected a senior pastor, the Conference Executive Council may appoint the senior pastor.
3. Regardless of the selection by which a senior pastor and church enter this ministry relationship, both should strive to continue in this relationship until the Holy Spirit directs either party that a new direction is desired. At that time, the Conference Superintendent ~~should~~ shall be informed. This relationship is not to be construed as a contractual agreement.
4. Voting in a pastoral preference expression shall be by ballot. Church members age sixteen (16) and above are eligible to vote in church business meetings.
5. Absentee ballots shall be permitted by eligible members as follows:
 - a. Local Church Administrative Council members selected by the senior pastor or Conference Superintendent shall distribute, collect, and secure the absentee ballots. The ballot shall be presented with an envelope to the church member. The member voting ~~will~~ shall place the ballot in the envelope, sign his name on the outside, and seal it. The envelope ~~will~~ shall be opened, and the ballot counted at the time all the other ballots are counted.
 - b. No absentee ballots shall be received after the ~~local~~ church ~~body~~ membership has voted.
6. Only members, age 16 and above, who have attended church and given tithe into the local church treasury regularly during the previous six months, shall vote in church business meetings. Those who have been members for less than six months are eligible to vote, if they have been faithful in attendance and tithing during the time of membership.
7. In pastoral preference elections, the church shall vote on only one person at a time. The official “YES” or “NO” ballot shall be used by a local church when expressing its desire for a senior pastor. If a candidate receives a majority, but less than a two-thirds vote, the decision of his assignment shall be made by the Conference Executive

- 1 Council after consultation with the Local Church Administrative Council.
- 2 8. When, as a result of personal conviction and analysis, a senior pastor feels his work
3 is completed at a church, he shall consult with his Conference Superintendent. The
4 superintendent and the Conference Executive Council shall work toward securing
5 another assignment for the senior pastor.
- 6 9. In cases of unresolved conflict involving a senior pastor, a Local Church Administrative
7 Council, and/or a congregation, the following shall apply:
- 8 a. The Conference Superintendent, or his appointee, shall counsel with the Senior
9 Pastor and Local Church Administrative Council and seek to resolve the conflict.
- 10 b. If the situation cannot be resolved:
- 11 1) The Conference Executive Council has the right to call for a vote of confidence
12 for the pastor, or for the Local Church Administrative Council, or for both.
- 13 2) When two-thirds of the Local Church Administrative Council members feel an
14 expression should be made from the local church relative to the senior pastor's
15 continuation, they shall, in a meeting of the Local Church Administrative
16 Council chaired by the senior pastor, call for a meeting with the Conference
17 Superintendent, who ~~will~~ shall determine if an expression is needed.
- 18 c. If the senior pastor receives a two-thirds vote, he may remain at his own discretion.
19 If he receives less than two-thirds, but a majority, the decision to remain shall be
20 made by the Conference Executive Council. If he receives less than a majority, the
21 Conference Superintendent shall lead the Local Church Administrative Council in
22 beginning the selection process again.
- 23 d. If the senior pastor remains after a vote of confidence, the office of the Local
24 Church Administrative Council shall be filled by a new election through the regular
25 voting process of the local church within sixty (60) days. All members in good
26 standing shall be eligible for election to finish out the terms vacated by the
27 resignations.
- 28 e. An exception to the above is when the Conference Executive Council calls for a
29 vote of confidence.
- 30 f. If the senior pastor does not remain after a vote of confidence, he/she ~~will~~ shall be
31 given at least forty-five (45) days to relocate. The church ~~will~~ shall provide the
32 senior pastor with his/her full salary and benefits for at least thirty (30) days.
- 33 10. No Conference Executive Council has the authority to refuse appointment of a senior
34 pastor based solely on his conference membership.

- 1 11. A minister may pastor in any International Pentecostal Holiness conference by
2 effecting a transfer or by being seconded into that conference. A copy of the minister's
3 personnel file shall accompany the transfer or seconding documents.
- 4 12. "Seconded membership" status may be granted to a minister so he can serve a
5 pastorate in a conference other than where he is a member. Seconded membership
6 applies only when a credentialed minister will lose retirement or other earned benefits
7 by transferring to another conference. Therefore, seconded membership does not
8 require a formal transfer of conference membership.
- 9 a. A minister, who is granted seconded membership status to pastor in a conference,
10 ~~will~~ shall be amenable to the Conference Superintendent and Conference
11 Executive Council under whose jurisdiction the pastorate is located. **Amenable is**
12 **defined in IPHC Bylaws, Article I, Part C, Section 2, paragraph b), 8].**
- 13 b. The minister, who is granted seconded membership status, shall report and tithe
14 monthly in the conference in which the pastorate is located.
- 15 c. Details of his status pertaining to retention of insurance, retirement benefits, etc.,
16 must be worked out to the satisfaction of both Conference Executive Councils, the
17 minister, and the local church involved prior to this status being granted.
- 18 d. A minister, who is granted seconded membership status to pastor in a conference,
19 ~~will~~ shall be granted seat, voice, and vote in the conference where he is actively
20 pastoring, but he must surrender those privileges in the conference where he holds
21 membership during said pastoral tenure.
- 22 e. A minister pastoring in a conference based on a seconded membership status ~~will~~
23 **shall** be eligible to serve on the Executive Council of that conference, but he may
24 not serve as superintendent without being transferred into that conference.
- 25 f. Upon termination of the pastorate requiring seconded membership status, the
26 minister's amenability immediately transfers back to the conference in which he
27 holds membership. However, if, at the time the pastorate is terminated, there are
28 pending charges or an ongoing investigation against the credentialed minister, his
29 amenability shall remain in the conference to which he was seconded until the
30 matter is settled.
- 31 13. When a pastoral vacancy occurs, an interim pastor may be assigned by the
32 Conference Executive Council. The terms and length of service shall be agreed upon
33 in writing by the Conference Superintendent, the interim pastor, and the Local Church
34 Administrative Council.
- 35 14. Upon a new senior pastor's taking office, the new senior pastor shall have the authority

1 to retain or dismiss any paid staff member after consultation with the Local Church
2 Administrative Council. The requirement for consultation with the Local Church
3 Administrative Council does not thereafter eliminate or otherwise compromise the
4 senior pastor's discretion to terminate for any reason any "at will" employee, that is,
5 any employee, who is not subject to an employment contract.

6 15. All paid staff shall be hired by the senior pastor. Each staff member shall be directly
7 amenable to the senior pastor. **Amenable is defined in IPHC Bylaws, Article I, Part C,**
8 **Section 2, paragraph b), 8].** If the work of the staff member is not satisfactory, the
9 senior pastor has the authority to terminate the staff member's services.

10 16. A licensed or ordained Pentecostal Holiness Church minister may serve as senior
11 pastor of a non-IPHC church at the discretion of the Conference Executive Council to
12 which the minister is accountable. The following policies shall apply:

- 13 a. The church must be incorporated and must have obtained its own Internal
14 Revenue Code Section 501(c) (3) tax exempt status.
- 15 b. The pastor may serve for one year. The Conference Executive Council may extend
16 the time at its discretion.
- 17 c. The church must provide proof that it has adequate ~~insurance coverage for the~~
18 ~~liability of the minister, in addition to the property in effect.~~ **and acceptable liability,**
19 **property and casualty insurance, and other insurance requirements as determined**
20 **by the Conference with which the minister is credentialed.**

21 **E. Electronic Meetings, Voting, and Communications**

22 4. **Electronic Meetings**

23 The Conference Executive Council, Conference Ministry Cabinet, and all other
24 committees, task forces, or similar bodies shall be authorized to meet by telephone
25 conference or through other electronic communications media so long as all
26 members can simultaneously hear each other and participate during the meetings.

27 5. **Voting**

28 An anonymous vote conducted through any designated Internet service or voting
29 utilizing ADRs (Audience Response Devices) shall be deemed to be a ballot vote.

30 6. **Communications**

31 Unless members indicate otherwise, all communication required in these bylaws,
32 including meeting notices, may be sent electronically.

Article ~~I~~ III. Organizational Structure – General Level

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

A. General Conference 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 Council of Bishops Executive Committee ~~to~~ and approved by the Council of Bishops. It shall 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. If a situation arises which merits an emergency consideration that requires a change to the Bylaws, it must be submitted (along with a statement of justification) to the Council of Bishops and approved by a two- thirds majority vote of the total number of the Council of Bishops. A requirement of ~~no less than 20 votes~~ two-thirds vote of the total number of the Council of Bishops in support of said change shall be necessary.
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~~ shall 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~~ Officers of the IPHC 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 committees and their spouses
- h. Members of General Conference committees
- i. Missionaries and delegates from foreign countries certified by the World Missions Ministries Council based on criteria approved by the Council of Bishops Executive Committee
- 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.
 - 2) 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 25 composite number or major fraction thereof. A Member Church with 25 members or fewer ~~will~~ shall qualify to send one delegate.
 - 3) 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
2. Except for purposes of paragraphs i. and j. above, all delegates to the General Conference must be active members of the International Pentecostal Holiness Church.
3. Except as indicated in paragraphs i. and j. above, all delegates to the General Conference shall be certified by their respective Conference Executive Councils.

C. General Conference Committees

1. The standing committees of the General Conference shall be:
 - a. Delegate Certification and Nominations Committee
 - b. Decorum Committee

- 1 c. Bylaws Committee
- 2 2. At least one year prior to General Conference, the Nominations Committee of the
- 3 Council of Bishops shall recommend, and the Council of Bishops shall approve, the
- 4 membership of the **General Conference Delegate Certification and Nominations**
- 5 **Committee** and Decorum Committees.
- 6 3. **General Conference Delegate Certification and Nominations Committee**
- 7 a. The purpose of the **General Conference Delegate Certification and Nominations**
- 8 **Committee (hereinafter in the Bylaws referred to as "Delegate Certification and**
- 9 **Nominations Committee")** shall be to review and approve the list of certified
- 10 delegates **and all nominees for the Officers of the IPHC.**
- 11 b. The Delegate Certification **and Nominations** Committee shall consist of ~~three~~ **five**
- 12 **(5)** members of the Council of Bishops, one of whom shall be designated **by the**
- 13 **Council of Bishops** as chairman.
- 14 c. If the Delegate Certification **and Nominations** Committee becomes aware of
- 15 certification errors or irregularities, the Committee shall investigate the matter,
- 16 either by review or notification, and determine the validity of the certification in
- 17 question.
- 18 d. A determination of the Delegate Certification **and Nominations** Committee may be
- 19 appealed in writing to the Council of Bishops. The decision of the Council of
- 20 Bishops, in session, shall be final.
- 21 e. **The Delegate Certification and Nominations Committee shall be amenable to the**
- 22 **Council of Bishops and the recorded procedures developed by the Council of**
- 23 **Bishops for this committee. Amenable is defined in IPHC Bylaws, Article I, Part C,**
- 24 **Section 2, paragraph b), 8].**
- 25 4. **General Conference Decorum Committee**
- 26 a. The purpose of the **General Conference Decorum Committee (hereinafter in the**
- 27 **Bylaws referred to as "Decorum Committee")** shall be to propose the rules of
- 28 decorum for the General Conference.
- 29 b. The Decorum Committee shall consist of a chairman and four (4) members at
- 30 large. **The chairman of this committee shall be designated by the Council of**
- 31 **Bishops.**
- 32 5. **General Conference Bylaws Committee**
- 33 a. The purpose of the **General Conference Bylaws Committee (hereinafter in the**
- 34 **Bylaws referred to as "Bylaws Committee")** shall be to review the Bylaws for any

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

b. The Bylaws Committee shall consist of:

1) A chairman

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

3) Four (4) senior pastors with at least one (1) being female

4) Four (4) laypersons with at least one (1) being female

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

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

d. At least two years prior to General Conference, the Nominations Committee of the Council of Bishops shall recommend, and the Council of Bishops shall approve the membership of the Bylaws Committee. **The chairman of this committee shall be designated by the Council of Bishops.**

e. When feasible, continuity between successive Bylaws Committees shall be facilitated by reappointing less than a majority, but at least one-third of the prior Bylaws Committee to the next Bylaws Committee.

6. Other Committee Provisions

a. Clergy and lay members shall be eligible to serve on a General Conference committee provided they comply 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. **The General Conference committees will be considered in session via electronic means according to the IPHC Bylaws, Article III, Part J as long as a sufficient response confirming a quorum has been determined.**

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

- 1 3) Ordained clergy
- 2 4) Licensed clergy
- 3 5) Senior pastors
- 4 6) Members of all General-level and conference-level councils and committees
- 5 7) Missionaries

D. Officers of the International Pentecostal Holiness Church

1. The Officers of the IPHC shall consist of the following:

- a. General Superintendent, who shall serve as Chair
- b. Assistant General Superintendent, who shall serve as Vice Chair
- c. Executive Director of World Missions Ministries, who shall serve as Corporate Secretary
- d. Executive Director of Church Ministries, who shall serve as Corporate Treasurer

2. Method of Selection

- a. The General Superintendent and Assistant General Superintendent shall be elected by the General Conference for four-year terms. Election shall be by majority vote.
- b. The Executive Director of World Missions Ministries and the Executive Director of Church Ministries shall be elected by the Council of Bishops following General Conference for four-year terms. Election shall be by the following process.
 - 1) The General Superintendent, in consultation with the Assistant General Superintendent, shall nominate one person for Executive Director of World Missions Ministries and one person for Executive Director of Church Ministries.
 - a) For each nomination, the General Superintendent shall provide the rationale for the nomination, including information about the nominee's ministry experience and qualifications for the position.
 - b) Council of Bishops members shall be allowed to ask questions about each nomination before voting.
 - 2) The Council of Bishops shall vote on each nominee separately. A majority of the entire voting membership of the Council of Bishops shall be required for election.
 - 3) If a nominee fails to receive a majority vote, the General Superintendent, in consultation with the Assistant Superintendent, shall nominate another person for the position and the election process shall be repeated.
- c. No Officer of the IPHC shall serve more than three consecutive terms in any one office.
- d. The Officers of the IPHC shall reside in the greater metropolitan area of the Global Ministry Center.

- e. The Corporate Secretary shall perform the duties of a corporate secretary provided by the laws of the State of Oklahoma.
- f. The Corporate Treasurer shall perform the duties of a corporate treasurer provided by the laws of the State of Oklahoma.

3. Vacancy

- a. A vacancy in the office of General Superintendent shall be declared by the Council of Bishops, in session, and filled by the Vice Chair of the General Conference.
- b. A vacancy in the office of Vice Chair or any Executive Director office shall be declared and the replacement shall be elected by the Council of Bishops in session according to Bylaws, Article III, Part D, Section 2, paragraph b.
- c. In the event a person fills the unexpired term of an Officer of the IPHC, it shall not prohibit that person from serving three full terms in that office, if elected.

4. Authority and duties of the Officers of the IPHC are located in the IPHC Bylaws, Article III, Part G.

5. Process of removal of the Officers of the IPHC is located in the IPHC Bylaws, Article VI, Part D, Section 3.

E. ~~D.~~ E. Council of Bishops

1. When the General Conference is not in session, the Council of Bishops shall be the highest authoritative council, board, or committee in the organizational structure. Its function shall be that of a governing board of directors. As such, it shall be the primary policy-making body between sessions of the General Conference.
2. The Council of Bishops shall consist of the following voting members:
 - a. ~~All elected General Conference officials~~ Officers of the IPHC. The Council of Bishops shall be chaired by the General Superintendent.
 - b. All Conference Superintendents
 - 1) ~~Conference Superintendent members are required to attend Council of Bishops sessions. Their respective conferences shall provide the financial resources to enable their attendance.~~
 - 2) ~~The Council of Bishops will be in session via electronic means as long as sufficient response to confirm a quorum has been determined.~~
 - c. The General Superintendent of the Pentecostal Holiness Church of Canada
 - d. Three (3) pastors and three (3) lay members recommended by the Council of

Bishops Executive Committee and approved by the Council of Bishops

e. Council of Bishops Finance Committee Chair

~~3. The Council of Bishops shall include the following nonvoting members:~~

~~a. The Council of Bishops, while in session, shall provide seat and voice to the three (3) pastors and the three (3) lay members recommended by the Executive Committee and approved by the Council of Bishops.~~

3. ~~4.~~ 3. The Council of Bishops shall be chaired by the General Superintendent.

a. The agenda for meetings of the Council of Bishops shall be prepared by the General Superintendent, in consultation with the Council of Bishops Executive Committee. The meetings of the Council of Bishops shall include prayer, vision casting, governance of the IPHC, Conference Superintendent training, and other items prepared by the General Superintendent. The meetings of the Council of Bishops shall also include the presentation of written reports from the Institutions, General Ministry Departments, and Council of Bishops Standing Committees to inform of the alignment with the vision and mission of the IPHC and appropriate progress in their fulfillment.

b. Any member of the Council of Bishops may submit items for inclusion on the agenda by forwarding such item to a member of the Council of Bishops Executive Committee at least two weeks in advance of the meeting. Submitted items shall not be unreasonably excluded from the agenda.

4. ~~5.~~ 4. The Authority and Duties of the Council of Bishops

a. The Council of Bishops shall have at least three regular meetings per calendar year. The General Superintendent or the Council of Bishops may schedule additional called meetings as necessary. ~~IPHC Bylaws, Article III, E, 2, b, 1).~~ The Council of Bishops will be considered in session via electronic means according to the IPHC Bylaws, Article III, Part J as long as sufficient response to confirm a quorum has been determined.

~~b. IPHC Bylaws, Article III, E, 2, b, 1).~~ b. Conference Superintendent members are required to attend Council of Bishops sessions. Their respective conferences shall provide the financial resources to enable their attendance.

~~c. b.~~ c. In addition to addressing recommendations of the Council of Bishops Executive Committee, the Council of Bishops shall have the authority to initiate and approve action and policy originating with the Council of Bishops in session.

~~d. c.~~ d. 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 ministries reports prepared by each of the ~~members of the Council of Bishops Executive Committee~~ General Ministry Departments that include its records concerning goals and objectives achieved, resources produced, trainings coordinated, ministry impact, and other records deemed necessary by the Council of Bishops to accomplish the vision and mission of the IPHC. The written reports of each general ministry department shall be submitted by each of the Executive Directors to the IPHC Archives.
 - 3) Written recommendations contained in the minutes of the Council of Bishops Executive Committee meetings.
 - 4) Written reports and recommendations proposed by the various Council of Bishops Standing Committees that include its records concerning goals and objectives achieved to accomplish the vision and mission of the IPHC. If any report containing performance appraisal information of an Officer of the IPHC is presented, the Council of Bishops shall move into executive session prior to the presentation of that report.
 - 5) Written financial reports and Global Ministry Center budgets prepared by the Chief Financial Officer.
 - 6) Written reports of each of the Institutions that include its records concerning goals and objectives achieved, student impact and enrollment, financial reports, and other records deemed necessary by the Council of Bishops to inform of the alignment with the vision and mission of the IPHC. The written reports of each Institution shall be submitted by the General Superintendent to the IPHC Archives.
 - 7) ~~6)~~ 7) Other items as presented.
- e. The Council of Bishops, in session, shall have the authority to establish standing committees, councils, task forces, study commissions, and other such groups to assist in the governance of the IPHC. The purpose, duration, and the duties and responsibilities of each such group shall be defined and recorded by the Council of Bishops at the time the group is established.
- f. The Council of Bishops, in session, shall have the authority, upon the advice of legal counsel and by two-thirds majority vote, to adjust the wording of the Constitution and/or Bylaws to protect the assets and interests of the International Pentecostal Holiness Church.
- 1) For final approval, any adjustments to the Constitution shall be subject to the

- 1 provisions regarding conference approval in IPHC Constitution, Article X, Part
2 A, Section 4.
- 3 2) For final approval, any adjustments to the Bylaws shall be subject to the
4 provisions of IPHC Bylaws, Article I, Part A, Section 4.
- 5 3) All changes undertaken in this manner shall be reported to the next General
6 Conference.
- 7 g. The Council of Bishops shall establish the corporate structure of the IPHC
8 Financial Services.
- 9 h. The Council of Bishops shall be provided briefs of legal cases at least annually by
10 ~~the Legal and Property Committee~~ IPHC legal counsel.
- 11 i. If it becomes necessary or beneficial to create, transfer, or discontinue a General
12 ministry/department between sessions of General Conference, the Council of
13 Bishops Executive Committee shall present the recommendation to the Council of
14 Bishops in session. After consultation with the Finance Committee, a majority vote
15 of the Council of Bishops, in session, shall be required for approval.
- 16 j. The Council of Bishops, in session, shall consider for approval the Chief Executive
17 Officer of Falcon Children's Home recommended by the Falcon Children's Home
18 Board and the Council of Bishops Executive Committee.
- 19 k. The Council of Bishops, in session, shall approve the date and location of General
20 Conference.
- 21 l. The Council of Bishops, in session, shall address appeals regarding
22 determinations of the General Conference Delegate Certification and Nominations
23 Committee. Such appeals shall be submitted in writing to the General
24 Superintendent to be presented to the Council of Bishops. The decision of the
25 Council of Bishops, in session, shall be final.
- 26 m. The Council of Bishops shall serve as the Board of Trustees for all real property of
27 the International Pentecostal Holiness Church, Inc. Real property shall be acquired
28 or disposed of only after approval of a majority of the Council of Bishops in session.
- 29 n. The Council of Bishops of the International Pentecostal Holiness Church, Inc.,
30 shall permit the General Church's premises or real properties to be used for
31 weddings, receptions, and anniversaries (and other gatherings related to
32 weddings, receptions, and anniversaries) that celebrate a marriage or blessing,
33 only if the union is between one person identified as a male at birth and one person
34 identified as a female at birth. (IPHC Constitution, Article VII, Part A, Section 6).
- 35 o. The Council of Bishops, in session, shall establish the requirements and

1 qualifications that must be met for all clergy credentials. Evaluating candidates for
2 ordination and licensing and issuing clergy credentials is a function reserved for
3 conferences.

- 4 p. When General Conference is not in session, the ruling of a presiding official may
5 be appealed to the Council of Bishops Executive Committee for review. The
6 presiding official whose ruling is contested shall not participate in the decision,
7 except to defend the ruling made. The decision of the Council of Bishops Executive
8 Committee may be appealed to the Council of Bishops for review. The decision of
9 the Council of Bishops, in session, shall be final.
- 10 q. The Council of Bishops, in session, shall fill by election any vacancy on the Council
11 of Bishops Executive Committee not filled by succession.
- 12 r. The Council of Bishops, in session, shall consider for appointment the following
13 positions as presented by the **Council of Bishops** Nominations Committee:
- 14 1) The members of the Finance Committee of the Council of Bishops based on
15 the procedures in **IPHC** Bylaws, Article V, **Section A Part E**.
- 16 2) The members of General Conference committees.
- 17 3) The members of a standing committee of the Council of Bishops.
- 18 s. The Council of Bishops, in session, shall consider for approval:
- 19 1) The appointment of the Chief Financial Officer, recommended by the **Council**
20 **of Bishops** Executive and Finance Committees, and shall have final authority
21 to terminate the Chief Financial Officer.
- 22 2) The creation of any new board or committee on the general level recommended
23 by the Council of Bishops Executive Committee.
- 24 t. Upon recommendation of the Conference Advancement Committee of the Council
25 of Bishops, the Council of Bishops, in session, shall have the authority to establish
26 new conferences. If the establishment of a new conference includes the transfer
27 of a church from one conference to another, paragraph t. below shall apply.
- 28 u. The Council of Bishops, in session, shall have the authority to transfer a church
29 from one conference to another according to the following process:
- 30 1) The local church shall initiate the request for transfer after a two-thirds **majority**
31 vote in a duly convened Business Session.
- 32 2) The transfer must be approved by a majority vote of each Conference
33 Executive Council involved.
- 34 3) Should either Conference Executive Council not approve the transfer, the

church in question may appeal to the Conference Advancement Committee. The **Conference Advancement** Committee's recommendation would require approval by a two-thirds **majority** vote of the Council of Bishops **in session**.

- v. 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 **Council of Bishops** Executive Committee shall have the authority to negotiate an agreement with the organization that establishes the provisions under which the organization ~~will~~ **shall** be a part of the International Pentecostal Holiness Church. Such agreement shall be **presented to the Conference Advancement Committee** **and** subject to the final approval of the Council of Bishops in session.
- w. The Council of Bishops, in session, shall enforce a program of financial accountability for conferences.
- x. Upon the recommendation of the Conference Advancement Committee, 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.
- y. The Council of Bishops, in session, shall adopt language to be included in the articles of incorporation and bylaws of Member Churches acknowledging their relationship with the International Pentecostal Holiness Church.

F. Council of Bishops Executive Committee

- 1. **While in session, the Council of Bishops represents the highest governing authority for the General Conference. Therefore,** the purpose of the Council of Bishops Executive Committee-(hereinafter referred to in the Bylaws as "Executive Committee") is to facilitate decision-making regarding the policies of the Council of Bishops between sessions. The Council of Bishops, in session, may grant or delegate such authority to the Executive Committee as required for the proper function of the organization. However, the authorities and powers reserved in these Bylaws for the General Conference shall remain so reserved.
- 2. The Executive Committee shall consist of the following members:
 - a. **Officers of the IPHC**
 - 1) ~~a.~~ **1)** General Superintendent, Chairman
 - 2) **Assistant General Superintendent, Vice Chair**
 - 3) ~~d.~~ **3).** Executive Director of World Missions Ministries, **Corporate Secretary**

- 4) **Executive Director of Church Ministries, Corporate Treasurer**
 - ~~b. Executive Director of Discipleship Ministries~~
 - ~~c. Executive Director of Evangelism USA~~
- b. **Other Members of the Executive Committee**
 - 1) ~~e. 1) Three (3) Conference Superintendents serving on the Strategic Advisory Council~~
 - 2) ~~f. 2) One pastor with seat and voice serving on the Strategic Advisory Council~~
 - 3) ~~g. 3) One layperson with seat and voice serving on the Strategic Advisory Council~~
 - 4) **Chair of the Council of Bishops Finance Committee**
3. **Method of Selection of the Executive Committee**
 - a. ~~General Conference Officials~~ **Officers of the IPHC**
 - 1) ~~General Conference Officials~~ **Officers of the IPHC** shall be elected by the General Conference and the Council of Bishops according to **IPHC Bylaws, Article III, Part D, Section 2.** ~~for four year terms. Elections will be by majority vote.~~
 - 2) ~~Election of General Conference Officials shall be in the following order:~~
 - ~~a) General Superintendent~~
 - ~~b) Executive Director of Discipleship Ministries~~
 - ~~c) Executive Director of Evangelism USA Ministries~~
 - ~~d) Executive Director of World Missions Ministries~~
 - 3) ~~If a vacancy in an executive director position is known prior to General Conference that vacated office will be voted on first and the remaining executive director positions will be elected in alphabetical order.~~
 - 4) ~~No General Conference official shall serve more than three consecutive terms in any one office.~~
 - 5) ~~In the event a person fills the unexpired term of a General Conference office, it shall not prohibit that person from serving three full terms in that office if elected.~~
 - b. **Other Members at Large of the Executive Committee**
 - 1) Three (3) Conference Superintendents shall be recommended by the **Council of Bishops** Nominations Committee and approved by the Council of Bishops. ~~The conference superintendents shall also serve on the Strategic Advisory Council.~~

2) One (1) pastor and one (1) lay professional shall be recommended by the Council of Bishops Nominations Committee and approved by the Council of Bishops. Candidates shall be recommended from the three (3) pastors and three (3) lay professionals serving on the Strategic Advisory Council of Bishops.

3) Chair of the Council of Bishops Finance Committee.

~~4) Members at large shall be recommended by the Nominations Committee and approved by the Council of Bishops no later than 45 days following General Conference.~~

c. Members whose terms are ending may remain until their replacements have been selected and are in place.

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

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

~~e. 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.~~

~~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 any executive director office shall be declared and the replacement shall be elected by the Council of Bishops in session.~~

~~h. A vacancy in the office of corporate secretary shall be declared by the Council of Bishops, in session, and filled by the corporate treasurer.~~

~~i. 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 (See IPHC Bylaws, Article III, Part D)~~

~~a. Following the election of the executive directors, 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 of the Corporate Officers~~

~~1) — The General Superintendent shall serve as the chair of the Executive Committee.~~

~~2) — The vice chairman shall preside over the Executive Committee, the Council of Bishops, 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.~~

~~3) — The corporate secretary shall perform the duties of a corporate secretary provided by the laws of the State of Oklahoma.~~

~~4) — The corporate treasurer shall perform the duties of a corporate treasurer provided by the laws of the State of Oklahoma.~~

4. ~~5.~~ 4. The Authority and Duties of the Executive Committee

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

b. The Executive Committee shall ~~promote and coordinate~~ review the ~~programs and specific goals and measurable objectives for the general-level ministries of the International Pentecostal Holiness Church in order to fulfill the IPHC vision and mission and shall make recommendations to the General Superintendent.~~

c. The Executive Committee shall have at least ~~four~~ three regular ~~quarterly~~ meetings per calendar year ~~for the purpose of prayer, vision casting, strategic planning, and governance of the IPHC between sessions of the Council of Bishops.~~ The General Superintendent may schedule additional called meetings as necessary.

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

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

f. The Executive Committee shall recommend the creation or dissolving of any board or committee on the general level subject to the approval of the Council of Bishops in session.

- 1 g. The Executive Committee shall recommend the creation of any new conference,
2 in consultation with the Conference Advancement Committee, subject to the
3 approval of the Council of Bishops in session.
- 4 h. The Executive Committee shall be responsible for the development and production
5 of an annual strategic plan for the Global Ministry Center.
- 6 1) The General Superintendent shall lead the strategic planning process. The
7 General Superintendent may utilize an experienced strategic planning
8 facilitator to assist in the planning process.
- 9 2) The strategic planning team shall be organized annually for a one-year term
10 consistent with producing the annual strategic plan document. In addition to the
11 Executive Committee, the strategic planning team shall include at least three
12 additional pastors and three additional laypersons whose terms shall be one
13 year.
- 14 3) The strategic plan year shall coincide with the fiscal year of the organization.
- 15 4) The strategic plan may be carried over to the next year with careful attention
16 given to adapting the plan by adding and deleting portions of the plan as
17 appropriate.
- 18 5) The strategic plan shall include specific and measurable objectives, with key
19 performance indicators (KPI) to be defined with each objective, along with a
20 time frame for achievement of each objective. Each objective and related KPIs
21 shall be assigned to a specific leader within the IPHC Global Ministries Center.
- 22 6) The strategic plan must be completed each year with sufficient time to allow it
23 to be reviewed, modified, and ultimately approved by the Council of Bishops in
24 session prior to the beginning of the new fiscal year.
- 25 7) The Executive Committee shall report progress toward achieving agreed
26 objectives and Key Performance Indicators set forth in the strategic plan to the
27 Council of Bishops at least two times per year.
- 28 i. ~~h.~~ i. The Executive Committee shall investigate allegations that reflect on the
29 character of the members of the Council of Bishops and settle differences without
30 a hearing when possible. However, the Executive Committee is ~~expected~~ required
31 to report allegations of criminal abuse of a minor to the appropriate authority
32 immediately.
- 33 j. ~~i.~~ j. The Executive Committee shall investigate differences between clergy and/or
34 laymen of separate conferences and settle differences without a hearing when
35 possible. However, the Executive Committee is ~~expected~~ required to report

allegations of criminal abuse of a minor to the appropriate authority immediately.

k. ~~j.~~ ~~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

l. ~~k.~~ ~~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%)
- 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.

m. ~~l.~~ ~~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 ~~bring that conference under its supervision immediately, 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 affected 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.~~ immediately do one or all of the following:

- 1) Bring the Conference under its supervision and function as the Conference Executive Council
- 2) Act as the trustees of any property owned by the Conference
- 3) Remove the Conference Superintendent

n. ~~m.~~ 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. **The ruling of the Council of Bishops shall be final.**

o. ~~m.~~ o. 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~~ **shall** 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.

p. **The Executive Committee has the authority to seek legal counsel regarding the legal issues which may affect the IPHC, its rights and autonomy as a nonprofit religious organization and its property and resources.**

G. ~~General Elected Officials~~ Authority and Duties of the Officers of the IPHC

1. General Superintendent, Chair

a. General Superintendent 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 **General Conference, Council of Bishops, Executive Committee, and General Ministry Cabinet.**

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 oversee the ministries of the International Pentecostal Holiness Church through the ~~Executive Committee, the~~ Council of Bishops, **the Executive Committee, and the committees or councils appointed to serve the IPHC.**
- 2) The General Superintendent shall appoint all employees in General Superintendent 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 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. **Amenable is defined in IPHC Bylaws, Article I, Part C, Section 2, paragraph b), 8].** ~~Accordingly, he shall give a written report~~ At each regular meeting of the Council of Bishops, **the General Superintendent shall provide a written report of the IPHC goals and objectives achieved by the Global Ministry Center operations, IPHC finances, archival advancements, and other records deemed necessary by the Council of Bishops to accomplish the vision and mission of the IPHC.**
- 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) **General Ministry Cabinet**
 - e) ~~d)~~ **e)** The World Pentecostal Holiness Fellowship
 - f) ~~e)~~ **f)** All councils and committees in General Superintendent Ministries.
- 7) The General Superintendent shall have the authority to counsel and advise all general level ministries. **All general level ministries shall be amenable to the General Superintendent. Amenable is defined in IPHC Bylaws, Article I, Part C, Section 2, paragraph b), 8].**

- 1 8) The General Superintendent shall be responsible for establishing a General
2 Ministry Cabinet to require all General Ministry Departments of the Global
3 Ministry Center to function collaboratively in achieving the goals and objectives
4 required to effectively accomplish the vision and mission of the IPHC nationally
5 and globally.
- 6 a) The General Ministry Cabinet shall include the Officers of the IPHC, the
7 Chief Financial Officer, the Chief of Staff, and other ministry directors as
8 selected by the General Superintendent, in consultation with the Executive
9 Committee, and approved by the Council of Bishops.
- 10 b) The General Superintendent shall utilize the General Ministry Cabinet to
11 implement policies and procedures, internal systems, and strategic
12 objectives for the general-level ministries to function collaboratively.
- 13 c) The General Ministry Cabinet shall coordinate the general-level ministries'
14 goals and objectives, calendar requests, budget recommendations,
15 communications, and other operational management needs to minimize
16 financial expenses and maximize ministry impact to fulfill the vision and
17 mission of the IPHC nationally and globally.
- 18 d) The General Ministry Cabinet shall function as a unified ministry team.
19 Within this approach, the General Ministry Cabinet shall work
20 collaboratively to present an integrated direction, clear and coordinated
21 communications, and, where possible, joint ministry events. Under the
22 leadership of the General Superintendent, the General Ministry Cabinet
23 shall provide cohesive communications, clarity of vision, and direction for
24 conference, churches, and ministers.
- 25 9) 8) 9) The General Superintendent, or his appointee, shall be responsible for
26 establishing and ensuring progress of a comprehensive Conference
27 Superintendent Mentoring Program specific to the culture, region, and size of
28 the conference.
- 29 a) The Conference Superintendent Mentoring Program shall include goals and
30 measurable objectives that ensure training and developmental support for
31 Conference Superintendents in the areas of governance for the IPHC and
32 Conference Executive Councils and as executive leaders of Conference
33 Ministry Cabinets.
- 34 b) The Executive Committee and the Conference Advancement Committee
35 shall be utilized to assist the General Superintendent in the development of
36 the Conference Superintendent Mentoring Program.

- 1 c) The General Superintendent, or his appointee, shall provide a written report
2 of the goals and objectives achieved, resources recommended, trainings
3 coordinated, ministry impact, and other records deemed necessary by the
4 Council of Bishops in session.
- 5 10) ~~9)~~ 10) The General Superintendent, or his appointee, shall be responsible for
6 establishing and ensuring progress of a comprehensive Clergy Development
7 Program. Such program shall include clergy training, clergy care, and
8 credentialing.
- 9 11) ~~10)~~ 11) The General Superintendent shall be responsible for rulings of church
10 polity. Such rulings may be appealed to the Executive Committee.
- 11 12) ~~11)~~ 12) The General Superintendent, or his appointee, shall preside over all
12 conference sessions.
- 13 13) ~~12)~~ 13) The General Superintendent, or his appointee, shall have the authority
14 to preside over ordination and licensing ceremonies and to sign and present,
15 on behalf of the conference, ordination certificates and licenses. (Evaluating
16 candidates for ordination and licensing and issuing clergy credentials is a
17 function reserved for conferences.)
- 18 14) ~~13)~~ 14) In the event that charges are brought against a Conference
19 Superintendent, the General Superintendent, or his appointee, shall serve as
20 chairman of the Conference Executive Council until the Council of Bishops
21 makes proper disposition of the charges.
- 22 15) ~~14)~~ 15) The General Superintendent may transfer a clergy member from one
23 conference to another with the consent of the member and the Conference
24 Superintendents involved. A copy of the clergy member's personnel file shall
25 accompany the transfer documents.
- 26 16) ~~15)~~ 16) The date of each Quadrennial and Annual Conference Session shall
27 be determined by the Conference Executive Council in consultation with the
28 General Superintendent.
- 29 17) ~~16)~~ 17) The General Superintendent, or his appointee, shall serve as the liaison
30 between the International Pentecostal Holiness Church and other
31 denominations and fellowships.
- 32 18) ~~17)~~ 18) When needs for United States personnel arise among overseas
33 affiliates, the General Superintendent shall work with the Executive Director of
34 World Missions Ministries toward supplying those needs.
- 35 19) The General Superintendent, or his appointee, shall schedule and preside over

1 M-Initiative meetings for the purpose of training large church pastors.

2 20) The General Superintendent, or his appointee, shall serve as the liaison
3 between the International Pentecostal Holiness Church and its benevolent
4 Institutions and Institutions of higher education. As separately incorporated
5 entities, these institutions shall be governed, and their leaders shall be
6 selected, as provided in their corporate bylaws. Their corporate bylaws shall be
7 made available to the General Superintendent.

8 21) The General Superintendent may utilize an advisory council for General
9 Superintendent Ministries.

10 2. Assistant General Superintendent, Vice Chair

11 a. Assistant General Superintendent Overview

12 1) The Assistant General Superintendent shall serve as the Vice Chair for the
13 General Superintendent and the International Pentecostal Holiness Church. As
14 the General Superintendent's leadership requires national and international
15 commitments, the Assistant General Superintendent fulfills the vital roles of
16 administration and collaboration that ensures continuity of ministry operations
17 through the Global Ministry Center and the General Superintendent Ministries.

18 2) The Assistant General Superintendent shall serve as the Vice Chair of the
19 General Conference, Council of Bishops, Executive Committee, and General
20 Ministry Cabinet.

21 3) The Vice Chair shall preside over the Executive Committee, the Council of
22 Bishops, and General Ministry Cabinet meetings in the absence of the General
23 Superintendent. The Vice Chair shall assume the office of General
24 Superintendent if a vacancy in that office is declared by the Council of Bishops
25 in session.

26 4) The Assistant General Superintendent shall bear the honorary title of Bishop
27 while in office.

28 b. The Authority and Duties of the Assistant General Superintendent

29 1) The Assistant General Superintendent shall fulfill the roles and responsibilities
30 assigned by the General Superintendent, and approved by the Council of
31 Bishops, to effectively and collaboratively accomplish the functions and
32 operations of the Global Ministry Center and General Superintendent
33 Ministries.

34 2) The Assistant General Superintendent shall serve as the chair of the
35 Conference Advancement Committee and the liaison for Conference

Superintendents and Conference engagement.

- 3) The Assistant General Superintendent 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 candidates for ordination and licensing and issuing clergy credentials is a function reserved for the conferences.)
- 4) The Assistant General Superintendent shall be amenable to the General Superintendent and the Council of Bishops. Amenable is defined in IPHC Bylaws, Article I, Part C, Section 2, paragraph b), 8]. At each regular meeting of the Executive Committee and the Council of Bishops, the Assistant General Superintendent shall provide a written report of the goals and objectives achieved in the assigned ministries and other records deemed necessary by the Council of Bishops to accomplish the vision and mission of the IPHC.

~~2. Executive Directors of General Ministry Departments~~

~~a. Overview~~

~~1) The Executive Director of each ministry department shall serve as its full-time elected leader.~~

~~2) The Executive Directors shall serve as members of the Executive Committee.~~

~~3) The executive directors shall have the honorary title of Bishop while in office.~~

~~b. The Authority and Duties of the Executive Directors~~

~~1) The Executive Directors shall be amenable to the General Superintendent and to the Council of Bishops. Accordingly, they shall give a written ministry report at each regular meeting of the Council of Bishops.~~

~~2) Each Executive Director may appoint a Council in consultation with the Presiding Bishop.~~

~~3) As the chairman of the Council, the Executive Director shall review the agenda of each council meeting with the General Superintendent prior to the meeting.~~

~~4) Minutes of a Council meeting shall be provided in a timely manner to the General Superintendent.~~

~~5) The Executive Directors shall appoint all employees in their respective Ministry Department. Director level appointments shall be in consultation with the General Superintendent.~~

~~6) The Executive Directors 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 candidates for ordination and licensing and issuing clergy credentials is a function reserved for the conferences.)~~
~~7) The Executive Directors, or their appointees, shall chair all councils and committees in their ministry departments.~~
~~8) The Executive Directors shall perform other duties as assigned by the General Superintendent and the Council of Bishops.~~

3. **Executive Director of World Missions Ministries, Corporate Secretary**

a. **Executive Director of World Missions Ministries Overview**

- 1) The Executive Director of World Missions Ministries is the primary overseer for training, resourcing, and supporting missionaries, developing national leaders, and advancing the kingdom of God through the International Pentecostal Holiness Church outside the United States.
- 2) The Executive Director of World Missions Ministries shall be a member of the Council of Bishops, Executive Committee, and General Ministry Cabinet.
- 3) The Executive Director of World Missions Ministries shall bear the honorary title of Bishop while in office.

b. ~~IPHC Bylaws, Article III, I, 3, b.~~ b. The authority and duties of the Executive Director of World Missions Ministries

- 1) Shall direct the ministries/departments of World Missions Ministries.
- 2) Shall approve the appointment of all director level employees in World Missions Ministries in consultation with the General Superintendent.
- 3) Is authorized to adapt/develop titles and nomenclature for ministry leadership positions outside the United States.
- 4) Shall have the authority to create new departments and ministries or to make changes to current departments and ministries in consultation with the General Superintendent. This includes changes in titles and nomenclature of such.
- 5) ~~IPHC Bylaws, Article III, I, 3, d.~~ 5) The Executive Director of World Missions Ministries shall have the authority to preside over missionary commissioning ceremonies and to sign and present commissioning certificates and licenses.
- 6) ~~IPHC Bylaws, Article III, I, 3, b.~~ 6) Evaluating missionary candidates and issuing commissioning certificates is a function reserved for World Missions Ministries.
- 7) The Executive Director of World Missions Ministries shall be amenable to the General Superintendent and to the Council of Bishops. Amenable is defined in

1 IPHC Bylaws, Article I, Part C, Section 2, paragraph b), 8]. Accordingly, the
2 Executive Director of World Missions Ministries shall provide a written ministry
3 report to the General Superintendent to be presented at each regular meeting
4 of the Executive Committee and the Council of Bishops. The report shall
5 include records concerning goals and objectives achieved, resources
6 produced, trainings coordinated, ministry impact, and other records of World
7 Missions Ministries deemed necessary by the Council of Bishops to accomplish
8 the vision and mission of the IPHC. The written report shall also be submitted
9 to the IPHC Archives.

10 8) The Executive Director of World Missions Ministries shall function
11 collaboratively in the General Ministry Cabinet of the Global Ministry Center to
12 achieve the goals and objectives required to effectively accomplish the vision
13 and mission of the IPHC nationally and globally.

14 9) The Executive Director of World Missions Ministries shall have the authority to
15 preside over ordination and licensing ceremonies and to sign and present on
16 behalf of the conference, ordination certificates and licenses as directed by the
17 General Superintendent. (Evaluating candidates for ordination and licensing
18 and issuing clergy credentials is a function reserved for the conferences.)

19 10) The Executive Director of World Missions Ministries may appoint a Council in
20 consultation with the General Superintendent. As the chairman of the Council,
21 the Executive Director of World Missions Ministries shall review the agenda of
22 each council meeting with the General Superintendent prior to the meeting.
23 Minutes of a Council meeting shall be provided in a timely manner to the
24 General Superintendent.

25 11) The Executive Director of World Missions Ministries shall perform other duties
26 as assigned by the General Superintendent and the Council of Bishops.

27 4. Executive Director of Church Ministries, Corporate Treasurer

28 a. Executive Director of Church Ministries Overview

29 1) The Executive Director of Church Ministries is the primary overseer for training,
30 resourcing, and supporting local churches to reach the lost and advance the
31 kingdom of God through the International Pentecostal Holiness Church within
32 the United States as conveyed in the vision and mission of the IPHC.

33 4) The Executive Director of Church Ministries shall be a member of the Council
34 of Bishops, Executive Committee, and General Ministry Cabinet.

35 5) The Executive Director of Church Ministries shall bear the honorary title of

1 Bishop while in office.

2 b. The authority and duties of the Executive Director of Church Ministries

- 3 1) Shall direct the ministries/departments of Church Ministries.
- 4 2) Shall approve the appointment of all director level employees in Church
- 5 Ministries in consultation with the General Superintendent.
- 6 3) Is authorized to adapt/develop titles and nomenclature for ministry leadership
- 7 positions within the United States.
- 8 4) Shall have the authority to create new departments and ministries or to make
- 9 changes to current departments and ministries in consultation with the General
- 10 Superintendent. This includes changes in titles and nomenclature of such.
- 11 5) The Executive Director of Church Ministries shall be amenable to the General
- 12 Superintendent and to the Council of Bishops. Amenable is defined in IPHC
- 13 Bylaws, Article I, Part C, Section 2, paragraph b), 8]. Accordingly, the Executive
- 14 Director of Church Ministries shall provide a written ministry report to the
- 15 General Superintendent to be presented at each regular meeting of the
- 16 Executive Committee and the Council of Bishops. The report shall include
- 17 records concerning goals and objectives achieved, resources produced,
- 18 trainings coordinated, ministry impact, and other records of Church Ministries
- 19 deemed necessary by the Council of Bishops to accomplish the vision and
- 20 mission of the IPHC. The written report shall also be submitted to the IPHC
- 21 Archives.
- 22 6) The Executive Director of Church Ministries shall function collaboratively in the
- 23 General Ministry Cabinet of the Global Ministry Center to achieve the goals and
- 24 objectives required to effectively accomplish the vision and mission of the IPHC
- 25 nationally and globally.
- 26 7) The Executive Director of Church Ministries shall have the authority to preside
- 27 over ordination and licensing ceremonies and to sign and present on behalf of
- 28 the conference, ordination certificates and licenses as directed by the General
- 29 Superintendent. (Evaluating candidates for ordination and licensing and issuing
- 30 clergy credentials is a function reserved for the conferences.)
- 31 8) The Executive Director of Church Ministries may appoint a Council in
- 32 consultation with the General Superintendent. As the chairman of the Council,
- 33 the Executive Director of Church Ministries shall review the agenda of each
- 34 council meeting with the General Superintendent prior to the meeting. Minutes
- 35 of a Council meeting shall be provided in a timely manner to the General

1 Superintendent.

- 2 9) The Executive Director of Church Ministries shall perform other duties as
3 assigned by the General Superintendent and the Council of Bishops.

4 ~~G.~~ H. Council of Bishops Standing Committees

- 5 1. The Council of Bishops shall form any council or committee deemed necessary to
6 assist in the governance of the IPHC. Such groups shall have a defined purpose
7 whether as an ongoing standing committee or a single purpose committee which ~~will~~
8 ~~shall~~ end at the conclusion of its purpose.
- 9 2. The purpose of standing committees shall be to provide a clearer understanding of
10 specific disciplines through the research and proposal of best practices, policies, and
11 processes which will benefit the IPHC.
- 12 3. All committees shall be directed by and amenable to the Council of Bishops.
13 Amenable is defined in IPHC Bylaws, Article I, Part C, Section 2, paragraph b), 8].
14 The Council of Bishops shall create a Committee Charter for each standing
15 committee. A Committee Charter is a document that formally defines a committee's
16 purpose, objectives, authorities, and responsibilities. Additionally, each Committee
17 Charter shall define the committee's membership (unless already specified by the
18 Bylaws), meeting frequency, and reporting requirements. Each Committee Charter
19 must be formally approved and adopted by majority vote of the Council of Bishops in
20 session. Any subsequent recommendation to amend any Committee Charter shall be
21 subject to approval by majority vote of the Council of Bishops in session.
- 22 4. The Council of Bishops Standing Committees will be considered in session via
23 electronic means according to the IPHC Bylaws, Article III, Part J as long as sufficient
24 response to confirm a quorum has been determined.
- 25 5. Various committees may be formed by the Council of Bishops with the following
26 deemed beneficial going forward.
- 27 ~~a. Strategic Advisory Council~~
- 28 ~~1) The purpose of the Strategic Advisory Council of the Council of Bishops~~
29 ~~(hereinafter referred to as the Strategic Advisory Council) is to assist in the~~
30 ~~development of strategic plans for fulfilling the vision and mission of the IPHC.~~
31 ~~The council shall assist in setting appropriate goals and objectives, and the~~
32 ~~plans and initiatives to meet them. The Strategic Advisory Council shall also~~
33 ~~provide assistance to the General Superintendent for the implementation,~~
34 ~~monitoring, and modification of strategic initiatives as required.~~
- 35 ~~2) The Strategic Advisory Council shall serve as the ministry council of the~~

General Superintendent. Strategic planning meetings of the Strategic Advisory Council shall take place as deemed necessary by the General Superintendent in consultation with the Executive Committee.

3) ~~The Strategic Advisory Council shall meet with the Council of Bishops to allow for direct communication of strategic initiatives to be carried out by the Council of Bishops through the conferences. Members not a part of the Council of Bishops shall have seat and voice as nonvoting participants of Council of Bishops meetings.~~

4) ~~The Strategic Advisory Council shall be made up of the following members:~~

a) ~~The General Superintendent and all executive directors~~

b) ~~The three conference superintendents serving on the Executive Committee~~

c) ~~Three senior pastors~~

d) ~~Three laypersons~~

e) ~~A nonvoting strategic consultant may be contracted by the Council of Bishops as deemed necessary~~

5) ~~Method of selection and terms~~

a) ~~The members, other than the General Superintendent, shall be recommended by the Nominations Committee and approved by the Council of Bishops in session. Candidates shall be considered based upon specific giftings and expertise required by the church.~~

b) ~~The conference superintendents shall serve for four year terms with a consecutive three-term limit.~~

c) ~~The nominations committee shall recommend three (3) pastors and three (3) laypersons to be approved by the Council of Bishops. The nominations committee shall determine the length of terms for pastors and lay members, allowing an orderly rotation of members. No pastor or lay professional shall serve more than twelve consecutive years on a standing committee.~~

a. ~~b.~~ **a. Council of Bishops** Nominations Committee

1) The Council of Bishops shall establish a **Council of Bishops** Nominations Committee (**hereinafter referred to in the Bylaws as "Nominations Committee"**) for the purpose of recommending candidates for ~~elected and appointed positions of the IPHC General Conference and~~ **all committees and councils** of the Council of Bishops not otherwise directed herein. The selection, replacement, and terms of members of the Nominations Committee shall be

proposed by the Executive Committee with approval of the Council of Bishops.

2) **The Nominations Committee shall be comprised of the following members:**

- a) **The General Superintendent**
- b) **The Vice Chair of the IPHC**
- c) **Five (5) Members of the Council of Bishops**
- d) **One (1) pastor and one (1) layperson**

3) **The Nominations Committee shall provide a written report to the Council of Bishops in session of the appointed positions and candidates for the committees and councils of the IPHC General Conference and of the Council of Bishops.**

b. ~~e.~~ **b. Council of Bishops Finance Committee**

- 1) The Council of Bishops shall establish a Finance Committee (**hereinafter referred to in the Bylaws as "Finance Committee"**) for the purpose of managing the financial resources of the IPHC.
- 2) Global Ministry Center employee positions are classified by the Finance Committee Policies and Procedures regardless of whether the positions are full-time or part- time.
- 3) The Finance Committee shall be guided by the applicable Bylaws in Article V, **Section A Part E.**

~~d. — Legal and Property Committee~~

- ~~4) The Council of Bishops shall establish a Legal and Property Committee for the purpose of monitoring the legal issues which may affect the IPHC, its rights, and autonomy as a nonprofit religious organization, and its property and resources.~~
- ~~5) The selection, replacement, and terms of members of the committee shall be proposed by the Nominations Committee with approval of the Council of Bishops.~~

c. ~~e.~~ **c. Council of Bishops Conference Advancement Committee**

- 1) The Council of Bishops shall establish a Conference Advancement Committee (**hereinafter referred to in the Bylaws as "Conference Advancement Committee"**) for the purpose of supporting and strengthening the leadership, membership, and financial position of each conference. The committee shall recommend strategic policies to maximize the alignment of every conference with the vision and mission of the IPHC.

- 2) The selection, replacement, and terms of members of the committee shall be proposed by the Nominations Committee with approval of the Council of Bishops.
 - 3) The Assistant General Superintendent shall chair the Conference Advancement Committee and provide a written report to the Council of Bishops in session that includes records of the Conference Advancement Committee goals and objectives achieved, policies and procedures recommended, and other records deemed necessary by the Council of Bishops to accomplish the vision and mission of the IPHC.
 - 4) The Conference Advancement Committee shall develop and recommend strategic initiatives, policies and procedures, and supportive systems for addressing plateaued or significantly declining conferences. Such recommendations shall require a majority vote of the Council of Bishops, in session, for approval.
 - 5) The Assistant General Superintendent, as the Chair of the Conference Advancement Committee, shall provide care and supervision for all Acts2Day Districts. The Assistant General Superintendent, or his appointee, shall serve as the Acts2Day Conference Superintendent and shall recommend to the Council of Bishops for approval all future Conference leadership as developed.
 - 6) The Conference Advancement Committee, in consultation with the General Superintendent, shall recommend to the Council of Bishops in session the establishment of new conferences. ~~IPHC Bylaws, Article II, A, 4.~~ The Conference Advancement Committee ~~will~~ shall give review and oversight to new conferences that do not meet the criteria for new conferences as set forth in the IPHC Bylaws, Article II, Part A. Because each existing conference is different and is in different geographical locations, the committee ~~will~~ shall have flexibility to give proper oversight to the conferences not meeting the aforementioned criteria. The goal is to work with these conferences and their leadership to devise a strategy for accountability and growth moving forward.
 - 7) The Conference Advancement Committee and the Executive Committee shall be utilized by the General Superintendent to establish goals and measurable objectives for the Conference Superintendent Mentoring Program that ensures development, training, and support for Conference Superintendents in the areas of governance for the IPHC and Conference Executive Councils and as executive leaders of Conference Ministries Cabinets.
- d. Council of Bishops Committee on the Officers

- 1) The Council of Bishops shall establish a Committee on the Officers (hereinafter referred in the Bylaws as "Committee on the Officers") for the purpose of providing support for the personal and professional health of the Officers of the IPHC.
- 2) The Committee on the Officers shall be comprised of one (1) Council of Bishop member selected by the Council of Bishops, one (1) pastor selected by the Council of Bishops and serving on the Council of Bishops, and one (1) Council of Bishops member selected by the General Superintendent.
- 3) The Committee on the Officers shall review the Committee Charter, as approved by the Council of Bishops, during a committee meeting at least once per year.
- 4) The Committee on the Officers shall coordinate the availability of professional counseling and on-call, professional medical consultation and care, if the General Officer's primary care physician or primary counselor is unavailable.
- 5) Any personal information about an Officer obtained during meetings of the Committee on the Officers is to be held in complete confidence by committee members and shall not be released or discussed outside the committee unless specifically allowed by the IPHC Bylaws or by the Officer involved.
- 6) In consultation with the General Superintendent, the Committee on the Officers shall develop an annual performance appraisal guide to be approved by the Council of Bishops at least one (1) year prior to conducting the actual appraisal. The performance appraisal guide is to be shared with the Officers of the IPHC at the beginning of the appraisal year.
- 7) The performance appraisal guide shall consider:
 - a) Execution of the duties and responsibilities as defined in the IPHC Bylaws.
 - b) Progress of the organization toward achievement of the approved objectives contained in the strategic plan for the IPHC as approved by the Council of Bishops.
 - c) The organization's financial performance within the approved annual budget.
 - d) Success in building a unified, collegial, and high-performance executive leadership team based on assessment by the members of the Committee on the Officers, and on input solicited from the Officer's direct-report employees and other key leaders determined by the Committee on the Officers.

- 8) The Committee on the Officers shall review the results of the annual performance appraisal guide privately with the respective Officer in an official meeting of the Committee on the Officers.
 - a) If the Committee determines that the respective Officer's performance is satisfactory, a general report by the Committee on the Officers shall be made to the Council of Bishops in executive session that the Committee on the Officers has performed its responsibilities as defined by the Bylaws, and that no further details need to be released.
 - b) If in the determination of the Committee on the Officers there is a serious issue that significantly and negatively impacts the performance of the Officer, and thus the performance of the organization, the Committee on the Officers shall provide to the respective Officer a written performance improvement plan. The Committee shall review progress of this plan at the end of 90 days. If after 90 days the Committee determines that sufficient progress is not being achieved, then the Committee on the Officers shall provide a second written notice of insufficient progress to the respective Officer and advising that progress shall be reviewed after a second 90 day period. If after the second 90 day period, the Committee determines that the Officer's performance improvement progress is still insufficient, the Committee on the Officers shall notify the respective Officer of this determination and also report its concerns to the Executive Committee in executive session excluding the respective Officer. The Executive Committee shall follow the procedures provided in the IPHC Bylaws, Article VI, D, 3.

I. ~~H.~~ I. Global Ministry Center

1. Global Ministry Center Overview

- a. The Global Ministry Center ~~is the corporate office of the International Pentecostal Holiness Church, Inc., that~~ exists to serve and resource the conferences, churches, pastors, members, and other ministries of the International Pentecostal Holiness Church by:
 - 1) Communicating prophetic vision to the International Pentecostal Holiness Church.
 - 2) Empowering and assisting conference and local church leadership.
 - 3) Providing resources for equipping church leaders in English, Spanish, and any other languages as needed.

- 4) Identifying new opportunities for effective ministry.
- b. The Global Ministry Center is the corporate office of the International Pentecostal Holiness Church, Inc.
2. General Superintendent Ministries
 - a. General Superintendent Ministries ~~shall lead the church in vision and mission and represent the church to the world. Leadership of the church will encompass~~ encompasses the global administrative functions and collaborative implementation of departmental goals, objectives, and strategic plans in reaching the lost and building the kingdom of God on earth as conveyed in the vision and mission of the IPHC.
 - ~~b. General Superintendent Ministries shall utilize the Strategic Advisory Council as its advisory council for ministry operations.~~
 - b. The authority and duties of the General Superintendent and the Assistant General Superintendent are located in IPHC Bylaws, Article III, G.
 - c. General Superintendent Ministries of the Global Ministry Center shall ~~be responsible for~~ consist of the following ministry departments and ministries:
 - 1) IPHC Administrative Services:
 - a) Global Ministry Center Human Resources
 - b) ~~3)~~ b) IPHC Communication Services
 - 1] ~~a)~~ 1] IPHC Communication Services includes the following functional areas:
 - a] ~~4]~~ a] Printing
 - b] ~~2]~~ b] Public Relations/Publications
 - c] ~~3]~~ c] Video
 - d] ~~4]~~ d] Website/Internet
 - e] ~~5]~~ e] Translation
 - 2] ~~b)~~ 2] IPHC Communication Services shall collaborate with Hispanic Ministries and other departments to prioritize materials and resources translated into Spanish.
 - 3] ~~e)~~ 3] IPHC Communication Services shall be directed by the Director of Communication Services (DCS). The job description of the DCS shall be established by the Executive Committee.
 - 2) ~~4)~~ 2) Archives
 - 3) ~~IPHC Bylaws, Article III, I, 4, c, 1), a).~~ 3) Chaplains Ministries

1 Chaplains Ministries is governed by the Chaplains Ministries Board.

2 1] The Chaplains Ministries Board shall consist of at least the following
3 members:

4 a] General Superintendent, or his appointee, chairman

5 b] Director of Chaplains Ministries

6 c] One (1) senior pastor

7 d] One (1) full-time institutional chaplain

8 e] Two (2) active-duty military chaplains

9 f] One (1) member at large

10 2] The members of the Chaplains Ministries Board, other than the
11 chairman and the director of Chaplains Ministries, shall be
12 recommended by the Director of Chaplains Ministries and for the
13 approval by the General Superintendent.

14 4) ~~2)~~ 4) Clergy Development

15 a) Clergy Development shall include the following functions:

16 1] Clergy support, care, and restoration

17 2] Clergy Credentials and Training, including Unified Ministerial
18 Credentials Program (UMCP) and Schools of Ministry

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

24 1] The director of Clergy Development shall develop **and ensure progress**,
25 in consultation with the General Superintendent, clergy credentialing
26 policies and procedures, including provisions for Schools of Ministry and
27 UMCP. Such policies and procedures shall be subject to the
28 consideration and final approval of the Council of Bishops in session.

29 2] Representatives from higher education Schools of Christian Ministries,
30 Clergy Credentials (conference superintendents), Schools of Ministry,
31 and Instituto Nacional de Capacitación Ministerial (INCaM) shall be
32 assembled to form a Clergy Training Coordinating Committee, which
33 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.
- 6] The director of Clergy Development shall assist in developing, encouraging, supporting, training, and empowering clergy to fulfill their destiny in ministry.
- 7] The director of Clergy Development shall be responsible for coordinating the prayer ministries of the International Pentecostal Holiness Church.

5) **Conference Development**

6) ~~5)~~ **6) Conference Superintendent Leadership and Conference Development**

- a) Conference Superintendent **Leadership** Development shall include the following functions:
 - 1] Conference Superintendent support, care, and restoration
 - 2] Conference Superintendent Training including **governance training for the IPHC and Conference Executive Councils and training as executive leaders of Conference Ministries Cabinets.**

7) **Disaster Relief USA (DRUSA)**

8) ~~4)~~ **8) IPHC Financial Services**

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

9) **Institutions**

- a) **Benevolent Institutions include:**
 - 1] **Falcon Children's Home and Family Services**

2] The Children's Center

b) Higher Education Institutions include:

1] Advantage College

2] Emmanuel University

3] Southwestern Christian University

10) Liaison between the International Pentecostal Holiness Church and other denominations and fellowships

11) Lilly Grants

a) Thriving Throughout the Seasons of Pastoral Ministry

b) Pastor Care Initiative

12) M-Initiative

13) Prayer Initiative

14) 6) 14) World Pentecostal Holiness Fellowship

The World Pentecostal Holiness Fellowship (WPHF) is a separate entity.

Accordingly, the structure and governance of the WPHF are determined by its constitution and bylaws.

~~3. Discipleship Ministries~~

~~a. Discipleship Ministries shall be led by the Executive Director of Discipleship Ministries.~~

~~b. Authority and Duties of the executive director of Discipleship Ministries~~

~~1) Shall direct the ministries and departments of the Discipleship Ministries.~~

~~2) Shall have the authority to create new departments and ministries or to make changes to current departments and ministries in consultation with the General Superintendent. This includes changes in titles and nomenclature of such departments and ministries.~~

~~3) Shall approve the appointment of all director-level employees in Discipleship Ministries in consultation with the General Superintendent~~

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

~~1) Systematic Bible Training~~

~~2) Mentorship~~

~~3) Small Groups~~

~~4) Stewardship Training~~

~~5) Worship~~

- 6) ~~Evangelism and Discipling New Believers~~
- d. ~~Discipleship Ministries of the Global Ministry Center shall consist of the following departments and ministries:~~
 - 1) ~~Departments~~
 - a) ~~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~~
 - 2) ~~Ministries~~
 - a) ~~Loving H.A.N.D.S. Ministries (Special Needs Ministry)~~
 - b) ~~Winter Youth Retreats~~
 - 3) ~~The above listed departments and ministries will function based on their organizational structure as determined by the executive director of Discipleship Ministries or their Ministry Convention.~~
- e. ~~The executive director of Discipleship Ministries shall have a permanent position on the Church Resources Division Administrative Committee (CRDAG) and shall have authority over the content of church resources.~~
- f. ~~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~~

1 a) ~~_____ Falcon Children's Home~~

2 b) ~~_____ The Children's Center~~

3 2) ~~_____ Higher Education~~

4 a) ~~_____ Advantage College~~

5 b) ~~_____ Emmanuel College~~

6 c) ~~_____ Southwestern Christian University~~

7 g. ~~_____ The executive director of Discipleship Ministries shall consult with the~~
8 ~~Executive Committee and the Board of Trustees of any of the preceding~~
9 ~~separately incorporated organizations that is considering the selection of the~~
10 ~~institution's president or chief executive officer.~~

11 4. ~~_____ Evangelism USA Ministries~~

12 a. ~~_____ Evangelism USA Ministries shall be led by the executive director of~~
13 ~~Evangelism USA.~~

14 b. ~~_____ The Authority and Duties of the Executive Director of Evangelism USA~~
15 ~~Ministries~~

16 1) ~~_____ Shall direct the ministries/departments of the Evangelism USA Ministries~~

17 2) ~~_____ Shall have the authority to create new districts of the Acts2Day Conference~~
18 ~~from new groups of churches. If the establishment of a new district involves~~
19 ~~the transfer of a church from an existing conference or district to the new~~
20 ~~district, the provisions of Article 1, Section D, paragraph t. shall apply~~

21 3) ~~_____ Shall approve the appointment of all director-level employees in~~
22 ~~Evangelism USA Ministries in consultation with the General Superintendent~~

23 4) ~~_____ Shall have the authority to create new departments and ministries or to~~
24 ~~make changes to current departments or ministries in consultation with the~~
25 ~~General Superintendent. This includes changes in titles and nomenclature of~~
26 ~~such departments and ministries.~~

27 c. ~~_____ Evangelism USA Ministries of the Global Ministry Center shall consist of~~
28 ~~the following departments, ministries, and Acts2Day Conference:~~

29 1) ~~_____ Departments~~

30 a) ~~_____ Chaplains Ministries~~

31 ~~Chaplains Ministries is governed by the Chaplains Ministries Board.~~

32 1) ~~_____ The Chaplains Ministries Board shall consist of at least the~~
33 ~~following members:~~

34 a) ~~_____ Executive Director of Evangelism USA, or his appointee,~~
35 ~~chairman~~

36 b) ~~_____ Director of Chaplains Ministries~~

37 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 and approved by the General Superintendent

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 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) — Mission: M25 Ministries

2) — Ministries: Project J 29:11 (Human Trafficking)

3) — Acts2Day Conference

a) — District Directors

b) — Acts2Day Districts

1] — The executive director of Evangelism USA shall be responsible for the development and supervision of all EVUSA Districts of the Acts2Day Conference.

2] — When applying other provisions of these Bylaws to churches in an Acts2Day Conference, the executive director of Evangelism USA shall be the conference superintendent. The executive director of Evangelism USA shall recommend members of the Acts2Day Conference Executive Council to the Council of Bishops for approval.

3. ~~5.~~ 3. World Missions Ministries

a. World Missions Ministries shall be led by the Executive Director of World Missions Ministries.

b. The authority and duties of the Executive Director of World Missions Ministries are located in IPHC Bylaws, Article III, G, 3.

~~1) Shall direct the ministries/departments of World Missions Ministries.~~

~~2) Shall approve the appointment of all director level employees in World Missions Ministries in consultation with the General Superintendent.~~

~~3) Is authorized to adapt/develop titles and nomenclature for ministry leadership positions outside the United States.~~

~~4) Shall have the authority to create new departments and ministries or to make changes to current departments and ministries in consultation with the General Superintendent. This includes changes in titles and nomenclature of such.~~

c. World Missions Ministries 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 and Leadership Development

d) Missionary Care

e) People to People

f) TEAMS

g) The Awakening

2) Ministries

a) Hope4Sudan

b) Operation Teaching Tools

~~b. The executive director of World Missions Ministries shall have the authority to preside over missionary commissioning ceremonies and to sign and present commissioning certificates and licenses.~~

~~c. Evaluating missionary candidates and issuing commissioning certificates is a function reserved for World Missions Ministries.~~

4. Church Ministries

- a. Church Ministries shall be led by the Executive Director of Church Ministries.
 - b. The authority and duties of the Executive Director of Church Ministries are located in IPHC Bylaws, Article III, G, 4.
 - c. Church Ministries of the Global Ministry Center may consist of the following departments and ministries:
 - 1) Church Multiplication
 - 2) Hispanic Ministries
 - 3) Local Church Ministries
 - a) Worship
 - b) Children's Discipleship:
 - 1] Kids Ministries
 - 2] Boys Ministries
 - 3] Girls Ministries
 - 4] People with Exceptionality (Special Needs Ministries)
 - c) Connections or Guest Services
 - d) Student Discipleship
 - e) Small Groups Discipleship
 - 1] Sunday School or Bible Study
 - 2] Men's Ministries
 - 3] Women's Ministries
 - 4] Senior Adult Ministries
 - 5] Singles Ministries
 - f) Outreach or Community Evangelism
 - 1] M25
 - 2] Chaplains of Hope
 - 3] Benevolence
 - g) Lilly Grants
 - 1] Faith & Family Initiative
 - 2] Cross Generational Worship & Prayer
5. Financial Services

1 a. Chief Financial Officer of the Global Ministry Center Overview

- 2 1) Financial Services within the Global Ministry Center shall be directed by the
- 3 Chief Financial Officer (CFO).
- 4 2) The CFO shall be recommended by the General Superintendent and the
- 5 Finance Committee and approved by the Council of Bishops in session. The
- 6 CFO can be terminated only with the approval of the Council of Bishops in
- 7 session.
- 8 3) The CFO shall be amenable to the Council of Bishops through both the Finance
- 9 Committee and the Executive Committee. Amenable is defined in IPHC
- 10 Bylaws, Article I, Part C, Section 2, paragraph b), 8]. Accordingly, the CFO shall
- 11 provide a written report at each regular meeting of the Finance Committee and
- 12 each regular meeting of the Executive Committee. The written report shall
- 13 include year to date income, expenses, and designated funds, assets
- 14 managed, and other financial records deemed necessary by the Council of
- 15 Bishops in session.

16 b. Authority and Duties of the CFO of the Global Ministry Center

- 17 1) The job description of the CFO shall be developed by the Executive Committee
- 18 in consultation with the chairman of the Finance Committee. Notwithstanding
- 19 the duties listed in the job description, the CFO shall have the following
- 20 authority and duties.
- 21 2) The CFO shall be responsible for seeing that all financial transactions are
- 22 properly recorded in accordance with Generally Accepted Accounting
- 23 Principles (GAAP) and all applicable federal and state laws.
- 24 3) The CFO shall be responsible for establishing and maintaining an effective
- 25 system of internal control in consultation with the Executive Committee and the
- 26 Finance Committee.
- 27 4) In consultation with and subject to the approval of the Executive Committee
- 28 and the Finance Committee, the CFO shall develop an Accounting Policies and
- 29 Procedures section to be included in the Finance Committee Policies and
- 30 Procedures adopted by the Council of Bishops in session.
- 31 5) The CFO shall be responsible for the preparation and presentation of financial
- 32 statements in accordance with GAAP. Further, the CFO shall cooperate fully
- 33 with the external auditors in the auditing of the financial statements.
- 34 6) The CFO shall be responsible for the preparation of monthly interim financial
- 35 statements and other reports, which shall be provided to the Finance

Committee, the Council of Bishops, and Global Ministry Center departments.

7) The CFO shall report any material financial irregularities to the General Superintendent ~~and~~, the Finance Committee chairman, ~~and the Executive Committee.~~

8) The CFO shall be responsible for making sure that IPHC, Inc. has ~~appropriate and~~ adequate ~~property, financial, and liability insurance coverage.~~ ~~and~~ acceptable liability, property and casualty insurance, and other insurance requirements as determined by the Council of Bishops.

J. Electronic Meetings, Voting, and Communications

1. Electronic Meetings

The Council of Bishops, the Executive Committee, the General Conference Committees, General Ministry Cabinet, Council of Bishops Standing Committees, all committees, task forces, or similar bodies shall be authorized to meet by telephone conference or through other electronic communications media so long as all members can simultaneously hear each other and participate during the meetings.

2. Voting

An anonymous vote conducted through any designated Internet service or voting utilizing ADRs (Audience Response Devices) shall be deemed to be a ballot vote.

3. Communications

Unless members indicate otherwise, all communication required in these bylaws, including meeting notices, may be sent electronically.

Article IV. Clergy

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

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

B. Local Church Minister's License

1. **Local Church Minister** Overview

The Conference Executive Council shall have the authority to grant or revoke local church minister's license. The presentation of the local church minister's license may be delegated to the local church.

2. To be eligible for local church 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. 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 Unified Ministerial Credentials Program
- e. Be approved by a conference-approved screening/interview committee upon completion of the following: credit check, national criminal background check, and child abuse background check, for every state in which the applicant has lived, and be in compliance with any and all regulations required by state law.
- f. The senior pastor under whom a local church minister serves shall notify the Conference Superintendent in writing if the minister no longer meets the qualifications of his license. The senior pastor shall affirm annually 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 of Local Church Ministers

- 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~~. **Amenable is defined in IPHC Bylaws, Article I, Part C, Section 2, paragraph b), 8].**

- b. Any person with a local church minister's 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 not perform or officiate at marriage ceremonies. Such participation must follow the IPHC's guidelines regarding marriage as being between one person identified as a male at birth and one person identified as a female at birth **(IPHC Constitution, Article VII, Part A, Section 6).**

4. Unified Ministerial Credentials Program

- a. The training requirements for the local church minister's license, as specified in the Unified Ministerial Credentials Program established by the Council of Bishops, in session, may be satisfied through:
 - 1) The International Pentecostal Holiness Church Unified 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, INCaM, or
 - b) A conference-administered School of Ministries which incorporates the International Pentecostal Holiness Church Ministerial Credentials Program, or
 - c) A local church School of Ministries program which incorporates the International Pentecostal Holiness Church Unified 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, and IPHC history, the candidate is required to complete the Unified 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 Unified 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 license.

C. Minister's License

1. Licensed Minister 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~~

a. ~~b. a.~~ For those pursuing pastoral/evangelistic ministry, the minister's license recognizes a person's call into the ministry and 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.~~

b. ~~c. b.~~ 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.

c. Licensed Ministers, who have been granted a Minister of Discipleship Ministries License or Minister of Music License by their conference, shall be granted the Minister's License and remain amenable to the Conference in which they hold their credentials or may instead select a Local Church Minister's License in a specific area of ministry and become amenable to the Local Church Senior Pastor. Amenable is defined in IPHC Bylaws, Article I, Part C, Section 2, paragraph b), 8].

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. This recommendation must be in writing and signed by the senior pastor and church secretary.

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

d. Complete the Unified Ministerial Credentials Program.

e. Be approved by a conference-approved screening/interview committee upon completion of the following: credit check, national criminal background check, child abuse background check, for every state in which the applicant has lived, and be in compliance with any and all regulations required by state law.

3. Authority and Duties of Licensed Ministers

- a. It shall be the duty of licensed ministers to participate in all phases of the church program - general, conference, and local.
- b. All licensed ministers are amenable to the conference, Conference Superintendent, and Conference Executive Council. **Amenable is defined in IPHC Bylaws, Article I, Part C, Section 2, paragraph b), 8].**
- c. Licensed ministers not serving as officials or pastors ~~should~~ **shall** use their spiritual gifts and ministries to help build the church.
- d. Licensed 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 Conference Sessions shall forfeit their minister's license.
- e. Licensed ministers are expected to attend conference- sponsored activities.
- f. Licensed ministers are expected to preach God's Word consistently with their calling and credentials.
- g. Licensed 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~~ **are required to give** full tithe (10 percent of all income) into the storehouse. The "storehouse" for the licensed minister is the conference treasury (just as the "storehouse" for the church member is the local church treasury). Considering 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. Licensed ministers are expected to tithe monthly to their conferences on all income from both ministerial and secular sources. Income for these purposes includes, but it not limited to, salary, housing allowance, utilities paid by a church, and honoraria.
The licensed minister, who does not tithe, shall be dealt with in the following manner:
 - 1) If a licensed minister has not reported and given the tithe for three (3) consecutive months, he shall be required to meet with the Conference Superintendent. If satisfactory amends are not made, he is required to meet with the Conference Executive Council.
 - 2) In the event he does not meet with the Conference Executive Council when requested and does not make satisfactory amends, he shall forfeit his minister's license.

3) Any licensed minister forfeiting his minister's license in one conference for failure to tithe shall not be considered for license in any other conference until he has been reconciled to the conference in which he forfeited his credentials.

i. Appropriate ministerial ethics and courtesy shall be observed when a licensed minister is invited to perform ministry in the church of another pastor.

j. Licensed ministers, other than the senior pastor, are not to become involved in the official business of the local church. When licensed ministers participate in the ministries of the local church, participation shall be in full cooperation with the senior pastor, and they shall be amenable to the senior pastor. **Amenable is defined in IPHC Bylaws, Article I, Part C, Section 2, paragraph b), 8].**

k. Licensed ministers may conduct marriage ceremonies in accordance with the teaching of the Scriptures and state laws. IPHC clergy shall only perform or participate in marriage ceremonies or marriage blessings between one person identified as a male at birth and one person identified as a female at birth. This policy is applicable to IPHC clergy, who serve in capacities outside the scope of normal pastoring, such as military, hospital, and corporate chaplains, **(IPHC Constitution, Article VII, Part A, Section 6).**

l. All licensed ministers must participate annually in a continuing education program provided or approved by the General Conference or conference (2 Timothy 2:15). Any minister failing to meet this requirement ~~will~~ **shall** forfeit his credentials. This excludes retired clergy.

m. When possible, retired licensed ministers are to continue their ministries through evangelization, church planting, interim pastorates, Sunday school/small group teaching, visitation, etc. To enhance their ministries, Conference Superintendents and senior pastors shall call on the expertise and knowledge of retired clergy. **Retired licensed ministers, who are no longer able to continue their ministries nor receive a ministerial income, may give their tithe to their local church and retain their ministerial credentials.**

4. Unified Ministerial Credentials Program

a. The training requirements for the minister's license, as specified in the Unified Ministerial Credentials Program established by the Council of Bishops, in session, may be satisfied through:

1) The International Pentecostal Holiness Church Unified Ministerial Credentials Program course of study for the minister's license. This course of study may be completed through:

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

- b) A conference-administered self-study program meeting the course requirements of the International Pentecostal Holiness Church Ministerial Credentials Program, 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*, the IPHC Doctrine, and IPHC History, the candidate is required to complete the Unified 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 Unified 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 minister's license.
5. Other Provisions **Regarding Licensed Ministers**
 - a. Licensed ministers are required to maintain their nominal membership in an International Pentecostal Holiness Church Member Church. If a licensed 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. Licensed ministers pursuing pastoral/evangelistic ministry are encouraged to seek ordination. Other licensed ministers (~~ministers of discipleship ministries and ministers of music~~) may or may not choose to be ordained.
 - c. Licensed ministers shall be eligible to participate in all conference benefits in the conference in which they have been issued a minister's license.
 - d. Conferences may be allowed to charge an application fee for credentials and a card to be issued.
 - e. A conference may rebate to a local churches a part of the tithe paid by full-time licensed ministers serving ~~them as associate pastors.~~ that local church, if requested by the licensed minister or senior pastor.
 - 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 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 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. Certificate of Ordination Overview

- a. The certificate of ordination is the highest clergy credential issued by the International Pentecostal Holiness Church.
- b. The conference, in 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 Council 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 Unified Ministerial Credentials program.
- f. Be approved by a conference-approved screening/interview committee upon completion of the following: credit check, national criminal background check, child abuse background check, for every state in which the applicant has lived and be in compliance with any and all regulations required by state law.

3. Authority and Duties of Ordained Ministers

- 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. **Amenable is defined in IPHC Bylaws, Article I, Part C, Section 2, paragraph b), 8].**
- c. Ordained ministers not serving as officials or senior pastors ~~should~~ **shall** 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~~ **are required to give** 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 allowance, utilities paid by a church, and honoraria.
- i. 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) consecutive months, he shall be required to meet with the Conference Superintendent. If satisfactory amends are not made, he is required to meet with the Conference Executive Council.
 - 2) In the event he does not meet with the Conference Executive Council when requested and does not make satisfactory amends, he shall forfeit his certificate of ordination.
 - 3) Any ordained minister forfeiting his certificate of ordination in one conference for failure to tithe shall not be considered for ordination in any other conference until he has been reconciled to the conference in which he forfeited his credentials.
- j. Appropriate ministerial ethics and courtesy shall be observed when an ordained minister is invited to perform ministry in the church of another pastor.
- k. Ordained ministers, other than the senior pastor, are not to become involved in the official business of the local church. When ordained ministers participate in the

ministries of the local church, participation shall be in full cooperation with the senior pastor, and they shall be amenable to the senior pastor. **Amenable is defined in IPHC Bylaws, Article I, Part C, Section 2, paragraph b), 8].**

- l. Ordained ministers may conduct marriage ceremonies in accordance with the teaching of the Scriptures and state laws. International Pentecostal Holiness Church (IPHC) clergy shall perform or participate only in marriage ceremonies or marriage blessings between one person identified as a male at birth and one person identified as a female at birth. This policy is applicable to International Pentecostal Holiness Church clergy, who serve in capacities outside the scope of normal pastoring, such as military, hospital, and corporate chaplains, **(IPHC Constitution, Article VII, Part A, Section 6).**
- m. All ordained ministers must participate annually in a continuing education program provided or approved by the General Conference or conference (2 Timothy 2:15). Any minister failing to meet this requirement ~~will~~ **shall** forfeit his credentials. This excludes retired clergy.
- n. When possible, retired ordained ministers are to continue their ministries through evangelization, church planting, interim pastorates, Sunday school/small group teaching, visitation, etc. To enhance their ministries, Conference Superintendents and senior pastors shall call on the expertise and knowledge of retired clergy. **Retired ordained ministers, who are no longer able to continue their ministries nor receive a ministerial income, may give their tithe to their local church and retain their ministerial credentials.**

4. Unified Ministerial Credentials Program

- a. The training requirements for the certificate of ordination, as specified in the Unified Ministerial Credentials Program established by the Council of Bishops, in session, may be satisfied through:
 - 1) The International Pentecostal Holiness Church Unified Ministerial Credentials Program course of study for the certificate of ordination. This course of study may be completed through:
 - a) A conference-administered School of Ministry meeting the course requirements of the Unified Ministerial Credentials Program, or
 - b) A conference-administered self-study program meeting the course requirements of the International Pentecostal Holiness Church Unified Ministerial Credentials Program, 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,

and IPHC history, the candidate is required to complete the Unified 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 Unified 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 Provisions **Regarding Ordained Ministers**

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 **a local churches** a part of the tithe paid by **full-time** ordained ministers serving ~~them as associate pastors.~~ **that local church, if requested by the ordained minister or senior pastor.**

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 the 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~~

1. ~~2.~~ 1. 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 Unified Ministerial Credentials Program.

2. ~~3.~~ 2. All International Pentecostal Holiness Church ministerial credential certificates ~~should~~ shall be uniform in size and include the words "Valid with current I.D. card."

3. ~~4.~~ 3. Certificate of Recognition

A local church may issue a certificate of recognition to its minister of discipleship ministries, youth, music, children's ministries, visitation, evangelism, etc. This certificate is to be signed by the senior pastor and church secretary and shall be recognized by all International Pentecostal Holiness churches.

G. Divorce and Remarriage

1. Criteria for divorced persons who might also have remarried, but have never been credentialed in the IPHC are as follows:

a. 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 (IPHC Constitution, ~~Section~~ Article VIII), the individual may apply to an IPHC conference for the local church minister's license, a minister's license, or a certificate of ordination.

b. The Conference Executive Council, or a committee appointed by the Conference Executive Council, shall use the principles in ~~Section~~ Article VIII of the Constitution as its basis for considering all such applications.

c. The Conference Executive Council shall have the authority to require a copy of the divorce decree and any other documents or information it deems appropriate in making a wise decision. This applies to the spouse, as well, if both are divorced.

d. The candidate must have proven himself in his current marriage to be faithful 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. Criteria for a minister credentialed in the IPHC 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* (IPHC Constitution, ~~Section~~ Article 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

1 specified above ~~will~~ shall be required to surrender his credentials, and he shall not
2 be eligible to be restored to credentialed ministry.

- 3 c. The national director of Clergy Development is responsible to serve as a resource
4 person to conference bishops and their Executive Councils regarding issues of
5 divorce and remarriage and restoration.
- 6 d. Because a ministerial divorce is always devastating to an innocent spouse and to
7 children, the Conference Executive Council, after consulting with the national
8 director of Clergy Development, shall institute a program to help bring the spouse
9 and children back to emotional health.
- 10 e. Recognizing that a minister's moral failure can be destructive to a church, the
11 Conference Executive Council shall formulate a plan of restoration for a church to
12 help bring the congregation to healing.

Article V. Financial Guidelines

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. ~~D.~~ A. Individuals

1. **Based on the biblical tithing principle**, church members are expected to tithe to their local church on all sources of income.
2. In addition to the tithe, members are encouraged to support additional ~~essential~~ ministries 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~~ ministries through voluntary designated giving.
4. An individual holding a Local Church Minister's License and serving as Senior Pastor shall follow the guidelines for Licensed and Ordained clergy in paragraph 3 above.
5. ~~IPHC Bylaws, Article V, F, 1.~~ **5.** Clergy incurring travel and transportation expenses in performing ministerial services ~~should~~ **shall** be reimbursed based on applicable Internal Revenue Service (IRS) guidelines. In the case of a minister, who has no entity to provide reimbursement for ministerial travel expenses, such expenses may be subtracted from the ministerial income when calculating ministerial tithes.
6. ~~5.~~ **6.** All salaried, field missionaries are expected to tithe monthly to World Missions Ministries 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 World Missions Ministries, and honoraria. In addition to the tithe, missionaries are expected to support additional ~~essential~~ ministries through voluntary designated giving.

B. ~~C.~~ B. Local Churches

1. Based on the biblical tithing principle, local Member Churches shall send a church tithe (10 percent) monthly, along with their regular report, 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.

- 1 3. In addition to the church tithe, Member Churches are encouraged to support additional
2 ~~essential~~ ministries through voluntary designated giving.
- 3 4. Conference Superintendents, assisted by their Conference Executive Councils, ~~will~~
4 ~~shall~~ be responsible for promoting the compliance of Member Churches with the
5 church tithe system and educating the local church constituency with regard to our
6 system of financial support, with emphasis on our cooperative effort, which enables
7 us to minister in areas of missions, education, evangelism, etc., that could not be
8 accomplished by individual efforts.
- 9 5. Local Church Financial Accountability
 - 10 a. Local IPHC churches shall comply with the financial guidelines in the *International*
11 *Pentecostal Holiness Church Manual*.
 - 12 b. The Local Church Administrative Council shall receive a financial report at each of
13 its regularly scheduled meetings. The report shall include:
 - 14 1) All receipts of income
 - 15 2) All expenditures
 - 16 3) All banking and investment accounts
 - 17 4) All indebtedness
 - 18 c. Local churches with an annual income of less than ~~\$500,000~~ \$2,000,000 ~~will~~ ~~shall~~
19 send year-end financial reports, including a balance sheet and statement of
20 income and expenses, to the Conference Superintendent and the Conference
21 Executive Council on an annual basis. These reports ~~should~~ ~~shall~~ be approved by
22 motion of the Local Church Administrative Council, signed by both the senior
23 pastor and the local church treasurer, and then submitted to the conference office
24 by January 31st of the following year.
 - 25 d. Local churches with an annual income of ~~\$500,000—~~ \$2,000,000 ~~to \$7,500,000~~
26 shall have at least an annual review of the financial statements by an independent
27 certified public accountant. The results of the financial review shall be forwarded
28 to the Conference Superintendent and the Conference Executive Council. This
29 report ~~should~~ ~~shall~~ be approved by motion of the Local Church Administrative
30 Council and signed by both the senior pastor and the local church treasurer.
 - 31 e. Local churches with an annual income of more than ~~\$2,000,000~~ \$7,500,000 shall
32 have an annual audit of the financial statements by an independent certified public
33 accountant. The results of the audit ~~will~~ ~~shall~~ be forwarded to the Conference
34 Superintendent and the Conference Executive Council. This report ~~should~~ ~~shall~~ be
35 approved by motion of the Local Church Administrative Council and signed by both
36 the senior pastor and the local church treasurer.

- 1 f. ~~IPHC Bylaws, Article V, F, 4.~~ f. The Local Church Administrative Council or
2 designated finance committee shall review church personnel and pastoral
3 compensation packages at least annually. ~~The compensation packages shall be~~
4 ~~reviewed annually by December 31 for the following year. The Local Church~~
5 ~~Administrative Council shall complete the appropriate form developed by the~~
6 ~~Conference concerning the compensation package review and submit to the~~
7 ~~conference with its January report.~~
- 8 g. ~~IPHC Bylaws, Article V, F, 4.~~ g. Each church is encouraged to contribute the
9 equivalent of seven percent (7%) of each full-time employee's compensation
10 package into the IPHC Retirement Plan designated for the persons involved.
- 11 h. ~~IPHC Bylaws, Article V, F, 5.~~ h. Employers of credentialed clergy at any level
12 should consider providing a housing allowance instead of a parsonage, when
13 possible.
- 14 i. ~~IPHC Bylaws, Article I, C, 1, b, 6), g), 9]~~ i. Each local church shall defray the
15 expenses of its senior pastor to all meetings of the conference and to General
16 Conference.

17 C. ~~B.~~ C. Conferences

- 18 1. Conferences shall send the following fund amounts to the General Treasury monthly.
- 19 a. ~~b.~~ a. Fifty-five percent (55%) of the church tithes ~~until June 30, 2027. Effective July~~
20 ~~1, 2027, Conferences shall send fifty percent (50%) of the church tithes.~~
- 21 b. ~~a.~~ b. Ten percent (10%) of the tithes received from all clergy ~~until December 31,~~
22 ~~2027. Effective January 1, 2028, Conferences will retain 100% of the ministerial~~
23 ~~tithe.~~
- 24 2. Conferences shall forward the General portion of the church tithe and any designated
25 funds received to the appropriate entity monthly.
- 26 3. In addition to the church tithe, conferences are encouraged to support additional
27 ~~essential~~ ministries through voluntary designated giving.
- 28 4. ~~Conferences shall set aside a minimum of 5% of church tithes and 10% of clergy tithes~~
29 ~~for local church support and revitalization efforts. Conferences shall apply these funds~~
30 ~~in a way that most immediately provides needed resources to the local churches.~~
31 ~~These efforts may include, but are not limited to:~~
- 32 a. ~~Encouragement and support for local church pastors.~~
- 33 b. ~~Support for targeted local church revitalization needs.~~
- 34 c. ~~Strategic opportunities for the growth of local churches and pastors.~~
- 35 5. Conferences are not allowed to establish conference allocations in addition to the
36 church tithe. This does not prohibit conferences from conducting special fundraising

or capital campaigns for specific projects.

6. IPHC Conference Financial Accountability

- a. IPHC conferences shall comply with the Financial Guidelines in the *International Pentecostal Holiness Church Manual*.
- b. The conference treasurer shall provide a monthly financial report to the Conference Executive Council. The report shall include:
 - 1) All receipts of income
 - 2) All expenditures
 - 3) All banking and investment accounts
 - 4) A year-to-date tithe report for ministers and churches
- c. A monthly **financial** 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~~ **\$2,000,000** 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~~ **\$2,000,000 to \$7,500,000** 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~~ **\$7,500,000** shall have an annual audit of the financial statements by an independent certified public accountant. The results of that audit ~~will~~ **shall** be presented to the Conference Executive Council, the Annual Conference, and the Council of Bishops Executive Committee.

D. ~~E.~~ **D.** 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 25 composite number or major fraction thereof. A Member Church with 25 members or fewer will qualify to send one delegate.~~ **determined by the**

criteria stated in the IPHC Bylaws, Article II, B, 1, b, 1), i).

~~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% of the primary worship service[s] annual average attendance.)~~

~~2) Primary worship services(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 50 composite number or major fraction thereof. A Member Church with 50 members or fewer will qualify to send one delegate.~~ determined by the criteria stated in the IPHC Bylaws, Article I, B, 1, k.

~~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% 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

4. Clergy and laypersons ~~will~~ shall qualify for membership on all councils, boards, and committees on all levels based on their 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 and conference-level councils, boards, and committees.

~~A.~~ E. General Level

1. 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 resident 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 **provide a written** report on the work of the Finance Committee and receive input from the members of the Executive Committee, during scheduled **COBEC Executive Committee** meetings. **The report shall include achievement of specific goals and objectives pertaining to the Finance Committee, year to date IPHC giving and expenses per General Ministry Department, and other records deemed necessary by the Executive Committee.**
- 4) The Finance Committee chairman shall meet with the Council of Bishops at each regular meeting of the Council of Bishops to **provide a written** report on the financial condition of the International Pentecostal Holiness Church, Inc., and the work of the Finance Committee and to receive input from the members of the Council of Bishops. **The written report shall include achievement of specific goals and objectives pertaining to the Finance Committee, a year over year financial report and growth rate for each General Ministry Department and each United States Conference.**
- 5) The term of office for Finance Committee members is limited to no more than three (3) consecutive terms.
- 6) The Finance Committee in place before a General Conference shall remain in place through December 31 of the year of General Conference. Newly-elected members shall assume their duties on January 1 of the year following General Conference.
- 7) If a vacancy occurs on the committee, the replacement members **will shall** be nominated and elected by the same process as the original members. Any member who is absent for two (2) consecutive meetings may be replaced.
- 8) The Finance Committee shall operate according to policies and procedures approved by the Council of Bishops in session. Such policies and procedures shall include the Global Ministry Center budgeting process, financial

1 accountability standards, and other financial guidelines.

- 2 9) All members of the Executive Committee shall have access to the Finance
3 Committee for the purpose of receiving financial information and giving
4 recommendations and input.

5 b. Authority and Duties of the Finance Committee

- 6 1) The Finance Committee shall analyze and evaluate the impact of financial
7 matters and provide counsel in denominational financial affairs. **The counsel**
8 **shall include written presentations of actuals, growth rates, and potential impact**
9 **of financial decisions upon IPHC financial health and shall be submitted to the**
10 **Executive Committee.**

- 11 2) Based on recommendations of the Executive Committee approved and/or
12 amended by the Council of Bishops, in session, the Finance Committee shall
13 review and recommend for approval all general-level budgets. Such budgets
14 shall be subject to final approval by the Council of Bishops. Members of the
15 Council of Bishops shall have access to detailed financial reports upon written
16 request to the Chief Financial Officer.

- 17 3) The Finance Committee shall allocate available income to the funds, ministries,
18 departments, and other entities at the general level. Any entity which receives
19 an allocation of funds either for operation or payroll, shall function according to
20 the *Finance Committee Policies and Procedures* referred to in **IPHC Bylaws**
21 Article V, **Section A, paragraph 1, a, 8. Part E.** The income to be allocated shall
22 consist of the following amounts received from the conferences by the general
23 treasury:

24 a) ~~The General portion of all clergy tithes~~

25 b) The General portion of all church tithes

- 26 4) The Finance Committee shall set the compensation packages of all Global
27 Ministry Center personnel **to be approved by the Council of Bishops in session.**

- 28 5) The Finance Committee may recommend to the Council of Bishops the
29 resident requirements for full-time employees of the Global Ministries Center
30 for the Council of Bishops' approval.

- 31 6) Any appeal of budgetary decisions shall be decided by a majority vote of the
32 Council of Bishops in session.

- 33 7) Any additional personnel positions at the Global Ministry Center must be
34 approved in advance by the Finance Committee.

- 35 8) The Finance Committee shall set aside a reserve for emergency purposes.

- 36 9) The Finance Committee shall recommend to the Council of Bishops for final

approval the expenditure of all excess, unbudgeted funds.

2. Other General-Level **Financial** Provisions

- a. All churchwide appeals for financial support must be approved by the Council of Bishops in session.
- b. The financial records and financial statements of each general- level corporate entity of the International Pentecostal Holiness Church, Inc., shall be audited annually by a certified public accountant (CPA). The auditor's report shall be submitted to the ~~Global Ministry Center~~ **General Superintendent** within 30 days of issuance.
- c. Each General Conference delegate ~~will~~ **shall** receive a summary financial statement for the previous term. The financial summary shall include year over year financial report and growth rate.
- d. Funds received by ~~elected general officials~~ **the Officers of the IPHC** and administrative staff for camp meetings, revivals, etc., ~~will~~ **shall** be ~~applied according to the~~ **allocated in accordance with the established** *Finance Committee Policies and Procedures in place.*
- 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~~ **General Superintendent, or his appointee,** as 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.

~~F.~~ **Other Financial Provisions**

- ~~1. Clergy incurring travel and transportation expenses in performing ministerial services should be reimbursed based on applicable Internal Revenue Service (IRS) guidelines. In the case of a minister who has no entity to provide reimbursement for ministerial travel expenses, such expenses may be subtracted from the ministerial income when calculating ministerial tithes.~~
- ~~2. To protect those under our care from potential abuse, all leaders and workers in the International Pentecostal Holiness Church should be screened carefully before being allowed to serve. Such screening should include a minimum of a criminal background check.~~

- ~~3. The Global Ministry Center, in consultation with Conference Ministry Centers, shall maintain a comprehensive, unified electronic reporting system (ERS) for gathering information from local churches. All conferences are required to report using the IPHC electronic reporting system unless an exception is granted by the Executive Committee of the Council of Bishops.~~
- ~~4. The Local Church Administrative Council or designated finance committee shall review church personnel and pastoral compensation packages at least annually. Each church is encouraged to contribute the equivalent of seven percent (7%) of each full-time employee's compensation package into the IPHC Retirement Plan designated for the persons involved.~~
- ~~5. Employers of credentialed clergy at any level should consider providing a housing allowance instead of a parsonage, when possible.~~

Article VI. Dispute Resolution and Disciplinary Procedures

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 understood 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~~ **required** by the IPHC and, in most instances, required by the state to report the behavior immediately 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 facts and then render some 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, **or an IPHC Officer**. 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 or conference or local church levels. **Amenable is defined in IPHC Bylaws, Article I, Part C, Section 2, paragraph b), 8].**

4. If accusations involve multiple levels of the church, the highest level involved shall have jurisdiction. ~~a.~~ 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~~ **shall** overlap applicable employment law, regulations, policies, and procedures.
2. In such a case, any actions related to the individual's employment status ~~should~~ **shall** be addressed first to the extent possible. Once the employment consequences have been determined, the ecclesiastical issues ~~should~~ **shall** 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~~ **shall** 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~~ **shall** serve as an objective, unbiased mediator 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:

- a. To honor God by maintaining the purity and integrity of the ministry.
 - b. While protecting the spiritual welfare of the church, to provide a path of repentance and restoration for those being disciplined.
1. ~~3.~~ **1.** 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 IPHC, 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) 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.~~ **IPHC Bylaws, Article VI, Part E. Restoration.**

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.
- 2) If an accusation meeting the criteria listed above is submitted to the Local Church Administrative Council, or if the Local Church Administrative

Council determines that there is credible evidence of misconduct, the senior pastor, or his appointee(s), shall investigate the matter.

3) The results of the investigation, including any evidence gathered, shall be submitted to the Local Church Administrative Council for consideration.

4) Once the Local Church Administrative Council has considered the results of the investigation, the Local Church Administrative Council 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 Local Church Administrative Council determines a hearing is warranted, the Local Church Administrative 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

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.

- 1 5) Hearings shall not be governed by state and/or federal rules of discovery
2 or evidentiary standards.
- 3 6) Witnesses in support of the accused and/or the accuser are permitted in
4 hearings.
- 5 7) No Local Church Administrative Council member who is accused of
6 misconduct shall serve on the panel that investigates or conducts a
7 hearing regarding that accusation.
- 8 8) A Local Church Administrative Council member with a conflict of interest
9 regarding the charges being considered or regarding the outcome of the
10 hearing shall recuse himself from the proceedings.
- 11 9) If, as a result of paragraphs 7) and/or 8) above, fewer than the usual
12 number of members of the Local Church Administrative Council are
13 eligible to serve as the hearing panel, the Local Church Administrative
14 Council shall appoint replacement hearing panel members from among
15 the members of the local church so that the number of hearing panel
16 members is the same as the usual number of Local Church Administrative
17 Council members.
- 18 10) During the hearing, the Local Church Administrative Council shall
19 examine evidence and hear witnesses regarding the charges. Once all of
20 the evidence is presented and all witnesses are heard, the chairman shall
21 declare the hearing to be concluded.

22 e. Decision

- 23 1) Once the hearing is concluded, the Local Church Administrative Council
24 shall enter executive session to consider the evidence and witness
25 testimony.
- 26 2) Based on the hearing, the Local Church Administrative Council shall
27 determine whether the accused is guilty of each charge of misconduct. If
28 culpability is supported by the evidence presented, the Local Church
29 Administrative Council may also determine that the accused is guilty of
30 misconduct not specified in the charges.
- 31 3) If the Local Church Administrative Council determines the accused is not
32 guilty of any of the charges, a written statement of such finding shall be
33 prepared and delivered to the accused. The accused shall be reinstated
34 to his position and ministry and provided retroactive pay, if the suspension
35 was without pay.
- 36 4) If the Local Church Administrative Council determines that the accused is
37 guilty of one or more of the charges, it shall impose one or more sanctions
38 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.~~ **IPHC Bylaws, Article VI, Part E. Restoration.**
 - c) Permanent revocation of 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).
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 IPHC, 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 to 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 misconduct.
 - 3) If at any time during this process, the person confesses and repents, the Conference Executive Council shall establish a plan of discipline and restoration as described in ~~Part E. below.~~ **IPHC Bylaws, Article VI, Part E. Restoration.**
- c. Investigation
- 1) If an accusation meeting the criteria listed above is submitted to the Conference Executive Council, the Conference Executive Council shall send a copy of the accusation to the accused person by certified mail within 10 days of receipt by the Conference Executive Council.
 - 2) If an accusation meeting the criteria listed above is submitted to the Conference Executive Council, or if the Conference Executive Council determines that there is credible evidence of misconduct, the conference superintendent, or his appointee(s), shall investigate the matter.
 - 3) The results of the investigation, including any evidence gathered, shall be submitted to the Conference Executive Council for consideration.
 - 4) Once the Conference Executive Council has considered the results of the investigation, the Conference Executive Council 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 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
 - 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 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 paragraphs 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

1 same as the usual number of Conference Executive Council members.

2 10) During the hearing, the Conference Executive Council shall examine
3 evidence and hear witnesses regarding the charges. Once all the
4 evidence is presented and all witnesses are heard, the chairman shall
5 declare the hearing to be concluded.

6 e. Decision

7 1) Once the hearing is concluded, the Conference Executive Council shall
8 enter executive session to consider the evidence and witness testimony.

9 2) Based on the hearing, the Conference Executive Council shall determine
10 whether the accused is guilty of each charge of misconduct. If supported
11 by the evidence presented, the Conference Executive Council may also
12 determine that the accused is guilty of misconduct not specified in the
13 charges.

14 3) If the Conference Executive Council determines the accused is not guilty
15 of any of the charges, a written statement of such finding shall be prepared
16 and delivered to the accused. The accused shall be reinstated to his
17 position and ministry and provided retroactive pay, if the suspension was
18 without pay.

19 4) If the Conference Executive Council determines that the accused is guilty
20 of one or more of the charges, it shall impose one or more sanctions from
21 among the following:

22 a) Dismissal from elected or appointed office

23 b) Suspension from office or ministry for a period to be determined by the
24 Conference Executive Council, accompanied by the suspension of his
25 ministerial credentials with a plan for restoration as described in [Part](#)
26 [E. below](#). **IPHC Bylaws, Article VI, Part E. Restoration.**

27 c) Permanent revocation of ministerial credentials

28 f. Appeal

29 1) A finding of guilt and/or sanctions imposed by the Conference Executive
30 Council may be appealed to the Council of Bishops Executive Committee.
31 The decision of the Council of Bishops Executive Committee is final. A
32 finding of not guilty may not be appealed.

33 2) The appeal to the Council of Bishops Executive Committee must be
34 submitted in writing to the General Superintendent within 30 days of the
35 decision of the Conference Executive Council.

36 3) The appeal must explain in detail why the appellant feels the Conference
37 Executive Council erred in its finding or in imposing the sanction(s).

3. ~~4.~~ 3. Disciplinary Procedure at the General Level

a. ~~The following types of misconduct~~ An accusation of any of the following behavior, conduct, or condition against an IPHC Officer, or a Conference Superintendent member of the Council of Bishops 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 IPHC, or there is credible evidence of such misconduct.
- 3) Failure to effectively perform the duties of the office to which they have been elected.
- 4) Becoming incapacitated to the point that they lack the physical, mental, or emotional ability to effectively perform their duties.
- 5) Any other reason that, in the judgement of two-thirds of the voting members of the Council of Bishops, excluding the officer, justifies removal from office.

b. Disciplinary Provisions

- 1) ~~3) 1) If the accused is a director-level~~ Accusations against an appointed or hired general-level employee or ~~a an appointed~~ member of a general-level council, board, or committee, ~~and who is also clergy, at the discretion of the Council of Bishops Executive Committee, the issue may~~ shall be addressed at the ~~general level or referred to the~~ conference level for disposition. The outcome of the disciplinary process at the conference level may result in the termination of employment or appointment at the general level.
- 2) Accusations against a non-clergy appointed or hired general-level employee or a non-clergy appointed member of a general-level council, board, or committee shall be addressed at the local level for disposition. The outcome of the disciplinary process at the local level may result in the termination of employment or appointment at the general level.
- 3) ~~5) 3)~~ When criminal charges are brought against a member of the Council of Bishops, including an IPHC Officer, the General Superintendent shall

1 have the authority to suspend him until the matter is settled.

- 2 4) ~~If the accused is a director level employee or a member of a general level~~
3 ~~council, board, or committee and is also non-clergy, at the discretion of~~
4 ~~the Council of Bishops Executive Committee, the issue may be addressed~~
5 ~~at the general level or referred to the local level for disposition.~~

6 c. Initiating Disciplinary Procedures

- 7 1) For an accusation to be considered, it must meet the following criteria:

8 a) It must be in writing and signed by an individual with firsthand
9 knowledge of the questioned behavior, ~~or misconduct~~, ~~or condition~~.

10 b) The written accusation must include the following:

11 1] Description of the ~~alleged~~ behavior, ~~conduct~~, or ~~misconduct~~
12 ~~condition~~

13 2] Section of the *International Pentecostal Holiness Church Manual*
14 in question, ~~if applicable~~

15 3] Biblical law or principle violated, ~~if applicable~~

16 4] Name of the complainant/accuser

17 c) It must be submitted to the Council of Bishops Executive Committee.

- 18 2) In the absence of an accusation, the Council of Bishops Executive
19 Committee may initiate these procedures if a majority of the Executive
20 Committee members determines that there is credible evidence of
21 ~~misconduct~~ ~~questioned behavior~~, ~~conduct~~, or ~~condition~~.

- 22 3) If at any time during this process, the person confesses and repents, the
23 Council of Bishops Executive Committee shall establish a plan of
24 discipline and restoration as described in ~~Part E. below~~. ~~IPHC Bylaws,~~
25 ~~Article VI, Part E. Restoration.~~

26 d. Investigation

- 27 1) If an accusation meeting the criteria listed above is submitted to the
28 Council of Bishops Executive Committee, the Executive Committee shall
29 send a copy of the accusation to the accused person by certified mail
30 within 10 days of receipt by the Executive Committee.

- 31 2) ~~If an accusation meeting the criteria listed above is submitted to the~~
32 ~~Council of Bishops Executive Committee, or if the Executive Committee~~
33 ~~determines that there is credible evidence of misconduct, the General~~
34 ~~Superintendent, or his appointee(s), The Executive Committee~~ shall
35 investigate the matter. ~~Once the investigation is complete, an in-person~~
36 ~~meeting of the Council of Bishops shall be scheduled to conduct a~~

1 Hearing.

- 2 3) ~~The results of the investigation, including any evidence gathered, shall be~~
3 ~~submitted to the Council of Bishops Executive Committee for~~
4 ~~consideration.~~
- 5 4) ~~Once the Council of Bishops Executive Committee has considered the~~
6 ~~results of the investigation, the Executive Committee shall decide by~~
7 ~~majority vote one of the following:~~
- 8 a) ~~There is sufficient credible evidence to warrant a hearing regarding the~~
9 ~~alleged misconduct, or~~
- 10 b) ~~There is not sufficient credible evidence to warrant a hearing regarding~~
11 ~~the alleged misconduct. In such case, the parties involved shall be~~
12 ~~notified of the decision to dismiss the matter without further action.~~

13 e. Notice of Hearing

- 14 1) ~~If the Council of Bishops~~ Once the Hearing is scheduled, the Executive
15 Committee ~~determines a hearing is warranted, the Executive Committee~~
16 shall prepare and send formal written charges to the accused via certified
17 mail at least 30 days prior to the hearing. The formal charges shall be
18 based on the information gathered in the investigation and may or may
19 not match the original accusation. At a minimum, formal charges shall
20 include the following:
- 21 a) Description of the questioned behavior, conduct, or misconduct
22 condition
- 23 b) Section of the *International Pentecostal Holiness Church Manual* in
24 question, if applicable
- 25 c) Biblical law or principle violated, if applicable
- 26 d) Name of the complainant/accuser
- 27 e) List and description of evidence ~~of misconduct~~ to be presented
- 28 f) Explanation of the hearing process
- 29 g) Date and place of hearing

30 f. Hearing

- 31 1) ~~2)~~ 1) Once formal charges are mailed, the accused person shall be
32 suspended from ministry until the matter is settled. The Council of Bishops
33 Executive Committee shall determine whether the suspension shall be
34 with or without pay.
- 35 2) The Council of Bishops shall be convened in person at the scheduled
36 place and time. For purposes of the Hearing, two-thirds of the voting

membership of the Council of Bishops must be present for a quorum to exist. The hearing shall be conducted by the Council of Bishops ~~Executive Committee~~ chaired by the General Superintendent. If charges have been made against the General Superintendent, the vice chairman shall chair the hearing.

3) ~~7)~~ 3) No IPHC Officer or Council of Bishops Executive Committee member, who is accused of misconduct, shall serve on the panel that investigates or conducts a hearing regarding that accusation.

4) ~~8)~~ 4) An IPHC Officer or a Council of Bishops Executive Committee member with a conflict of interest regarding the charges being considered or regarding the outcome of the hearing shall recuse himself from the proceedings.

4) ~~4)~~ 5) Hearings herein described are ecclesiastical in nature, and no legal counsel is permitted to be present.

5) ~~5)~~ 6) Hearings shall not be governed by state and/or federal rules of discovery or evidentiary standards.

7) The results of the investigation, including any evidence gathered, shall be presented to the Council of Bishops with the accused member present.

6) ~~6)~~ 8) 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.

9) Once the information is presented, the accused member shall be allowed to address the Council of Bishops and answer questions. He shall then leave the meeting.

10) During the hearing, the Council of Bishops ~~Executive Committee~~ shall examine evidence and hear witnesses regarding the charges. Once, in the opinion of the Executive Committee, sufficient evidence has been presented, the chairman shall declare the hearing to be concluded.

~~9) — If, as a result of paragraphs 7) and/or 8) above, there are fewer than four eligible members of the Council of Bishops Executive Committee 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.~~

g. ~~e.~~ g. Decision

1) Once the hearing is concluded, the Council of Bishops ~~Executive Committee~~ shall enter executive session to consider the evidence and witness testimony.

- 2) Based on the hearing, the Council of Bishops ~~Executive Committee~~ shall determine **by majority vote** whether ~~the accused is guilty of each charge of misconduct~~ **each accusation is valid**. If supported by the evidence presented, the ~~Executive Committee~~ **Council of Bishops** may also determine that the accused is guilty of ~~misconduct~~ **of other unacceptable behavior, conduct, or condition** not specified in the charges.
- 3) If the Council of Bishops ~~Executive Committee~~ 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 Council of Bishops ~~Executive Committee~~ determines that ~~the accused is guilty of~~ one or more of the ~~charges~~ **accusations is valid**, it shall impose one or more sanctions from among the following:
 - a) ~~Dismissal~~ **Removal** from elected or appointed office
 - 1] **Two-thirds of the entire voting membership of the Council of Bishops, not including the accused, shall be required to remove an Officer or Conference Superintendent from office.**
 - 2] **Two-thirds of those casting a vote or two-thirds of those present shall not meet this requirement unless it is also two-thirds of the entire voting membership of the Council of Bishops not including the accused.**
 - b) **If the Council of Bishops determines that removal from office is not warranted, other sanctions that do not result in removal from office may be imposed by majority vote of the entire voting membership of the Council of Bishops.**
 - c) ~~b) Suspension from office or ministry for a period to be determined by the Council of Bishops Executive Committee, accompanied by the suspension of his ministerial credentials with a plan for restoration as described in Part E. below.~~
 - d) ~~c) Permanent revocation of ministerial credentials~~
- h. ~~Appeal~~
 - 1) ~~A finding of guilt and/or sanctions imposed by the Council of Bishops Executive Committee 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 Council of Bishops Executive Committee.~~

- 3) ~~The appeal must explain in detail why the appellant believes the Council of Bishops Executive Committee 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.
- d. IPHC recognizes that not all situations are appropriate for restoration and that there are times when a minister's circumstances make it best for him to serve in other areas of the Lord's vineyard, rather than as a credentialed minister. Granting a restoration program, therefore, is a privilege offered by a Conference Executive Council and not a right of a minister.

2. Local Church Members

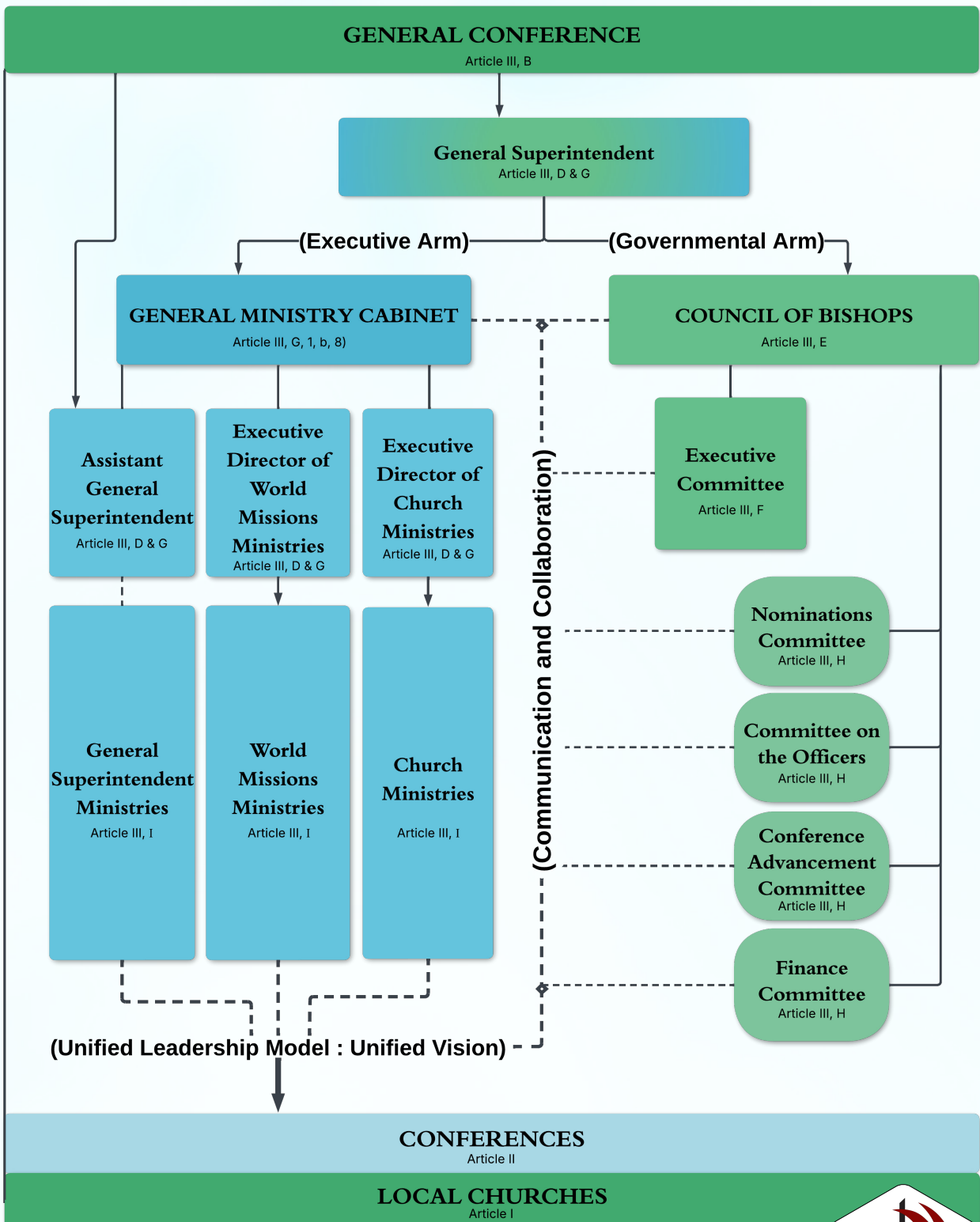
In local churches, the senior pastor and Local Church Administrative Council or Council of Elders (or its equivalent, if there is an approved alternate structure), in consultation with the Conference Executive Council, shall establish restoration programs when appropriate for non-clergy individuals suspended or dismissed from ministry or membership.

Respectfully submitted by:

Rev. Keith Gilliam, Chair
Bishop Jason Beiler

1	Bishop Ray Boggs
2	Bishop Jamie Grisham
3	Bishop Tim Lamb
4	Bishop Stan Reynolds
5	Assistant Bishop Dave Ragan
6	President, Rev. Greg Hearn
7	Rev. Justin Blankenship
8	Rev. Patrick Estrada
9	Rev. Ryan Linkous
10	Rev. Bill Rose
11	Rev. Kelly Santos
12	Dr. Barbara Carter
13	Mrs. Parthenia Lane
14	Mr. William Peralta
15	Mr. Brad Thomas

**Sample
IPHC ORGANIZATIONAL CHART**



PLACE OF HOPE.
PEOPLE OF PROMISE.



Appendix A

Report of the

Study Commission on Structure, Governance, and Finance

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ORGANIZATIONAL STRUCTURE AND GOVERNANCE OF THE INTERNATIONAL PENTECOSTAL HOLINESS CHURCH **A CONCEPTUAL MODEL**

OVERVIEW

We are at a crossroads as a movement! The critical decisions over the next few years will determine our future. The early days of our movement were very missional. Our passion to reach lost people with the gospel of Jesus Christ was evidenced by our growing and multiplying churches. From our single location, we have grown to an international church.

However, our denomination has experienced the same rate of decline over the last decade as most mainline denominations. In the past five years, we have lost nearly 100 churches and over 50,000 members.

Our denomination leaders, conference officials, and pastors are excellent and dedicated men and women who have worked diligently to serve and build the IPHC. They have given their heart and soul to this movement's mission. The time has come to recalibrate our approach and realign our structure and strategies with the current demands placed upon churches and pastors. Over time, the culture and our world have changed, but our structure and approach to ministry have remained the same.

This report is the cumulative result of the study commission's year of research, analysis, and vigorous deep work to explore and propose needed and positive change to realign our denomination's finance and organizational structure with the singular focus of resourcing the local church.

Our overarching directive is to build, develop, and nurture strong local churches—many, if not most, of which are in decline. Together, we will discuss the vision for the IPHC around the world and invite its members (of all levels of leadership) to discern God's direction for our global movement over the next quadrennium.

We all agree growth happens at the local church level. Converts are baptized, members are received, communion is observed, and discipleship occurs. Then, leaders are discovered and appointed to serve locally, regionally, and nationally. Resources are gathered to build the Kingdom of God—all at the local church level.

Inevitably, as goes the local church, so goes our great movement. Currently, about 80% of our local churches are less than 100, and about 50-60% of our pastors are bi-vocational or retired but still serve as pastors. Our plateaued or declining churches need nurturing to become strong and vibrant.

To nurture is to ...

- Foster: help develop, help grow
- Rear: bring up, as in “raise a family,” “bring up children”
- Nourish: provide with nourishment

The New Testament repeatedly emphasizes the importance of nurturing in the local church.

“And let us consider how to stimulate one another to love and good deeds, not forsaking our own assembling together, as is the habit of some, but encouraging one another; and all the more, as you see the day drawing near.” Hebrews 10:24-25

The Hebrews 10 passage attributed to the last days evokes a dire sense of urgency. Our time is limited. We must possess the same sense of urgency! Our urgency must be to focus on the most essential and vital aspect of our movement: the local church! We can address the challenges local churches are experiencing and realign ourselves to meet the pressing needs presented to pastors and local churches.

In a hospital, one area touches and raises the level of excellence and care in all aspects of the hospital. That area is the Emergency Department. When hospital administrators seek to improve the hospital's overall performance, it begins with the Emergency Department. It is because this area connects to all aspects of the hospital. It connects to surgery, radiology, hospital floors, pharmacy, etc. These are all interconnected. Raising the level of the one raises the level of all.

The one singular area of focus for improving the local church is “The Pastor.” The best way to help the church is to help the pastor. The best way to serve the church is to serve the pastor. They are the single “top driver” of the ministry efforts that advance kingdom potential. The pastor is the key to the growth and success of our movement. The key factor to realizing vision is the pastor. However, as goes the pastor, so goes the local church! They are the central figure in God’s divine plan to evangelize the world, build His Kingdom, and demonstrate His glory.

Therefore, it is the recommendation of this task force that we become singularly focused on our commitment to being a church that is “pastor passionate.” We must raise the intensity level of our service to pastors. We must serve pastors so that they can become the God-given, grace-filled, Spirit-activated leaders that will lead every local congregation or mission.

Our conviction is that as this movement pours into and invests in our pastors, we will secure the future strength of our churches and ongoing ministries.

Pastors and their families live under incredible pressure. Their lives are played out in a fishbowl, with the entire congregation and community watching their every move. They are expected to have ideal families, be perfect people, always be available, never be down, and have all the answers they need to keep their lives stable and moving forward.

Christianity Today published the results of a survey in April 2023, reporting that 1 in 4 pastors plan to retire by 2030. The average age of pastors in many of our conferences is about 58. In many of our conferences, bi-vocational or retired pastors compose most of the pastors leading congregations. There is a desperate need for a harvest of young leaders to continue the transfer of faithful service from one generation to another.

This task force explores and focuses on denominational influence in serving pastors and churches. First and foremost, this is accomplished through building relationships and resourcing pastors. As Jim Collins indicated in *Good to Great*, “Unless an organization is willing to confront the brutal facts, that organization is unlikely to make good decisions.”

The problem of church decline and stagnation has been the focus of scholars for the past fifty years, and the church’s need to reverse course and do a turnaround is as old as the New Testament scriptures. Jesus made a church health assessment of the churches in Asia as detailed in Revelation chapters two and three. Five of the seven churches were warned to take corrective action or risk the consequence of discipline or closure. Five of the seven churches (72%) had lost a sense of vitality. The American church as a whole is 70-80% in decline as well. Many of our churches are plateaued or declining.

Each letter starts with the same addressee: “*To the angel of the church in...*” The Greek word *Angelos* (angel) is defined as a messenger and is commonly interpreted to mean the pastor or leader of the church.

Our denomination is uniquely positioned to be a significant influence in assisting local pastors and congregations, but this will require a recalibration of our values and priorities for mission.

We have advantages that could position us for a unique role in assisting churches in decline. First, the denomination shares the same general values of the local church’s mission. Secondly, the denomination has a relationship with the local church rooted in trust and confidence. Thirdly, the denomination has financial and personnel resources that can be made available to churches. Churches that need to be revitalized often require assistance and resources. The proposed reassignment of financial resources (detailed later) will provide more opportunities and better opportunities for relationships and resources for the pastors and their congregations from the conference leadership teams.

Just as struggling churches are often the result of missional drift, denominations can also experience it. Paul Borden, an executive officer for the American Baptist Churches in Northern California, stated that one sign of missional drift is that “There is far

more time and effort in keeping the institution going than in focusing resources on the local congregation as the major unit of mission.”

In his overview of the Lilly Endowment’s funding for research on the mainline denominational decline, the James Lewis Center for Church Leadership noted that “Discerning and implementing the internal institutional strategies that can revitalize congregations and denominations in this cultural context is, of course, the task of creative and resourceful religious leaders.”

It becomes the responsibility of overseeing structures and organizational leaders to discover, develop, and implement congregational and denominational health strategies.

In his book, *Recalibrate Your Church: How Your Church Can Reach Its Full Kingdom Impact*, Troy Jones asserted that all leaders and churches will eventually need to recalibrate their methodology and culture. Jones, the founder and director of The Recalibrate Group, stated, “I have formulated one core transferable principle about churches and organizations of all sizes and styles: You either create a culture of continuous recalibration, or your church will slowly and steadily drift off mission.”

Ed Stetzer stated, “Revitalization is hard work. Support from a local church’s denomination could help that church flourish during the revitalization process. There is value in not standing by and doing nothing as our congregations die, especially if they could benefit from our assistance.”

In conclusion, two choices exist. First, we can remain the same and focus on ourselves; invariably, the institution will become the main reason for our existence. Congregations will then be viewed as necessary to keep the denomination in existence. This is always unsustainable. Second, our leadership can desire to change the current trajectory of churches and pastoral vacancies and commit to helping churches in their turnaround from plateauing or declining to growing. To experience this turnaround will require transformation. Transformation requires change, change requires leadership, and leading change requires, among other things, courage and a tolerance for pain.

It is always painful to change the things we love and cherish, even if the benefits will make us better and stronger in the future. Progress is always painful. The changes necessary to achieve these goals would make us better aligned in our values and objectives and require us to make organizational, structural, and financial adjustments.

ORGANIZATIONAL STRUCTURE AND GOVERNANCE OF THE INTERNATIONAL PENTECOSTAL HOLINESS CHURCH A CONCEPTUAL MODEL

EXECUTIVE SUMMARY

The Study Commission undertook its work with solemn recognition and understanding that the IPHC was founded upon the power of the Holy Spirit and guidance from the Word of God. This work was conducted with a focused respect for IPHC leadership, past and present. Our goal, and we believe that of every individual who associates with the IPHC, is to diligently pursue the Lord and, through the power and leading of His Holy Spirit, set our hearts, heads, and hands to accomplish the work of reaching the lost and creating disciples. We submit these recommendations in humility and prayerful supplication that His grace will accomplish God's plan for the IPHC.

This report summarizes the results of a one-year study to review the organization and finances of the International Pentecostal Holiness Church (IPHC) and to recommend changes to improve mission fulfillment and economic stability at the IPHC Global Ministries Center (GMC). The review and report fulfill the resolution passed at the 2022 Quadrennial Conference authorizing them. The review and resulting findings and recommendations are based on organizational design and practices rather than any specific person or persons.

Key Findings

- I. The great majority of the work of the church of reaching the lost and creating disciples of Christ is accomplished at the local church level through effective local pastors.
- II. Although the current organization has an executive management and a governance branch, current practice does not reflect a good understanding of each branch's respective roles and responsibilities. This sometimes results in one branch fulfilling a duty that should be the other branch's responsibility.
- III. The current organization design at the GMC of four relatively autonomous operating centers produces functional impediments to the performance of the organization:
 - A. Leadership issues logically resulting from the existence of relatively autonomous operating centers.
 - B. Lack of overall synergism of strategies and efforts.
 - C. Lack of systematic and defined accountability within the organization.
 - D. Economic inefficiencies, often the result of duplication of effort and expense.

- IV. The current organizational governance practices often do not correctly align with the intent of some aspects of the IPHC Constitution and Bylaws. The documents are clear that the Council of Bishops (COB) is the ultimate governing authority of the organization when the General Conference is not in session. However, the study commission found that the COB, as it currently functions, is not effectively fulfilling this responsibility. Although we believe many of the policies and practices currently in place were well-intended when they were initiated, they have resulted in creating too much distance between the COB and its actual governance responsibilities.

V. Key Recommendations

1. A new organizational structure designed with an over-arching goal to better serve local churches and pastors.
2. A new organizational structure that establishes and encourages unified effort and collaborative management.
3. Improved clarification of the roles and responsibilities of both the governance branch and the executive branch of the organization, and new practices to enhance collaborative and generative interaction between the two, but always mindful that the duties and responsibilities are separate and distinct.
4. Establishment of a clear chain of command and accountability throughout both the GMC (Executive) and the COB (Governance) branches.
5. Creating a culture of unified strategies and shared responsibility to accomplish mission fulfillment with economic sustainability.
6. Combining the Evangelism USA and Discipleship Ministries departments into a new Church Ministry Department.
7. Provide additional funding to the conferences by updating the GMC funding model to provide conferences with increased resources to support local churches and local pastors, and to support the implementation of resources created by the Church Ministry Department.

ORGANIZATIONAL STRUCTURE AND GOVERNANCE OF THE INTERNATIONAL PENTECOSTAL HOLINESS CHURCH **A CONCEPTUAL MODEL**

INTRODUCTION

One of the first organizational effectiveness reviews likely occurred approximately 3,500 years ago. Following God's instructions, Moses had led the people of Israel out of Egyptian bondage and into a long journey to their promised land. Along the way, Moses took on the role of being the sole arbiter of disputes among the people. The task was huge, and in Exodus 18, we learn that Moses worked from sun-up to sun-down most days to settle these grievances. Enter the first recorded advice from a management consultant. While Moses' father-in-law, Jethro, was visiting Moses in the desert, he observed that most of Moses' time and energy was consumed by tasks others could handle. Jethro saw that while Moses was good at judging, this activity kept Moses from addressing the higher needs of the group, and the folks were suffering for it. Jethro proposed a new organizational structure, and Moses wisely adopted it. This structure supported the overall needs of the people and allowed Moses to accomplish the larger goals. Jethro proposed an appropriate and effective organizational structure, Moses adopted it, and everyone benefited. Organizational structure *matters!*

The historian Alfred Chandler of Harvard Business School wrote a seminal book published in 1977 on the history of strategic decision-making at the highest levels of corporate America called *The Visible Hand: The Managerial Revolution in American Business*. In this work, Chandler proclaimed a maxim for the ages that has been followed as

doctrine by strategists and consultants alike ever since. The maxim: “Structure follows Strategy.”

That is to say, all aspects of an organization’s structure, from the creation of divisions and departments to the designation of reporting relationships, should be made while keeping the organization’s strategic objectives as a primary focus. If an organization’s structure does not fully enable and empower the organization to accomplish its strategic goals, it is hindering that accomplishment, but there are other requirements of organizational and strategic planning as well.

According to renowned Christian strategist, administrator, and highly sought-after nonprofit consultant, the late Dr. Robert E. Cooley, there are two guiding objectives that any organizational or strategic planning must accomplish: *Mission Fulfillment and Economic Sustainability*. No matter how elegant or simplistic an organizational structure might be, it cannot be considered a success if these two objectives are not accomplished. A strategy or structure supporting that strategy cannot be regarded as effective or successful if the organization’s mission is not accomplished. Clearly, an organization cannot achieve enduring success if its plans and structures are not economically sustainable.

To summarize, an organization’s structure must:

1. *Enable and empower effective and efficient execution of its strategies.*
2. *Achieve mission fulfillment on an ongoing basis.*
3. *Accomplish these objectives in an economically sustainable manner.*

If any organization is not consistently achieving these objectives, good stewardship requires a critical self-examination of the organization, identification of what needs to be

changed to accomplish these objectives, and courageous leadership to implement the necessary changes that will lead to the achievement of these objectives.

This study commission's task is to examine and identify specific recommendations that will improve IPHC mission fulfillment, economic sustainability, and the successful execution of its defined strategic priorities. As we undertake the assigned tasks, this study commission seeks the Holy Spirit's help, guidance, and wisdom in all our work. It is important to note that the analysis and recommendations presented herein are written from a perspective of form and function of the organization as a whole rather than as a review of any particular person or persons within the organization.

BACKGROUND AND OBJECTIVES

The 2022 Quadrennial General Conference of the International Pentecostal Holiness Church (IPHC) approved a resolution calling for a study commission to be formed to review and provide recommendations regarding the finance and structure of the IPHC from the local church to the general level. This resolution was, in part, based upon a study authorized by resolution at the 2018 General Conference, which stated that more of the denomination's focus should be placed on the local church.

The minutes of the 2018 General Conference help to inform the intent of that study:

"In order to enhance the International Pentecostal Holiness Church's mission/outreach, the General Superintendent will direct the Council of Bishops in strategic planning for the structure and finances of the denomination on General, Conference, and local levels.

- 1. The strategic planning will be initiated in the first year of the new quadrennium.*
- 2. The study will include a team of outside consultants commissioned by the Council of Bishops.*

3. The Council of Bishops is authorized to implement the final recommendations of the strategic plan as deemed necessary."

The 2022 resolution calls for a study commission to examine how the organizational and financial structure of the Global Ministries Center and our Conferences impact the work and effectiveness of local churches. The minutes of the 2022 General Conference provide the directive:

"At the previous General Conference, a Resolution was made to study the structure (and finances) of the IPHC. That study determined that more focus of the denomination should be put on the local church. The study concluded that "since we draw all leadership, structure, and finances from these churches, they must be our focus," and "our attention and resources should go toward the growth and health of the local church."

In light of these statements, we call for a study commission, chaired by a Senior Pastor, to study the finance and structure of our denomination from the local church to the general level. The study commission would look at how the structuring of the Global Ministries Center and our Conferences work with the local church. Also, how the structure of the finances impacts the local church.

The delegation on this committee would be made up of (5) Pastors, (3) Lay Leaders, and (3) Conference Bishops, and would consult with the General level. The members of this committee would be selected by the Nominating Committee. It would begin no later than a year after the 2022 General Conference and would conclude in time for the 2022-2026 Bylaws Committee to be presented ideas for restructuring. This study would also be made available to the 2026 General Conference. The General Conference delegates would receive the report at the same time other reports are given out. Recommendations can also be made by the COB in session by a two-thirds majority vote."

This paper summarizes the study commission's work examining the IPHC's current organizational structure and revenue allocation policies and provides recommendations that support the overall goal of emphasizing and supporting the local church.

SUMMARY OF CURRENT ORGANIZATIONAL STRUCTURE

The IPHC's headquarters office in Oklahoma City is known as the Global Ministries Center. The Global Ministries Center comprises four ministry operating centers: the General Superintendent's Office, Discipleship Ministries, Evangelism USA, and World Missions Ministries.

The General Superintendent's office is headed by the General Superintendent of the IPHC, who also holds the title of Presiding Bishop. The other three ministry centers are each led by an Executive Director. All four of these ministry heads are elected by the General Conference every four years. While the General Superintendent provides executive leadership of the denomination, the General Superintendent does not currently have functional supervisory authority over the other three Executive Directors. Each Executive Director independently formulates operating strategies, budget priorities, staffing decisions, and operating activities for the ministry center under their direction. This structure potentially results in four relatively autonomous ministry divisions with diminished opportunity or incentive to coordinate objectives, planning, and operational activities.

At the regional level in the USA, the denomination is organized into 29 conferences. The Bylaws of the IPHC specify that the conference is the mid-level organizational body of the IPHC (Article II. A. 1). A conference is a group of churches that band together on a geographically logical basis to provide leadership and resources to the local conference-member churches. Every four years, each conference elects a slate of conference officials (Conference Superintendent, Assistant Conference Superintendent, Conference Secretary, Conference Treasurer, and Other Conference Executive Council Members) who administer

each conference's regional workings. Conference Superintendents hold the honorary title of Bishop and are the spiritual and administrative leaders of the conference.

Each conference Bishop is a member of the Council of Bishops (COB). The IPHC Constitution (Article II D) and the Bylaws of the IPHC (Article I D) each specify that the COB shall be the ultimate governing authority of the denomination when the General Conference is not in session. Each Conference Bishop holds one vote on the COB. Additionally, three Pastors and three lay persons are selected from the church to serve on the COB with voice but without vote. The placement of ultimate governing authority with the COB is a significant governance mandate by the IPHC Constitution and the IPHC By-laws. This mandate provides for representative and shared governance voice and vote across all conferences through the workings of the COB.

Article I. (E) of the IPHC bylaws also provides for a Council of Bishops Executive Committee ("Executive Committee"). The purpose of the Executive Committee is "to facilitate decision-making regarding the policies of the Council of Bishops between sessions." The composition of the Executive Committee is specified in IPHC bylaws Article I. (E) and will be discussed later in this paper. The study commission determined that the best practice of the Executive Committee is to preview the most critical matters coming before the COB prior to regular meetings of the COB, to formulate and consider alternative actions, and to select a recommended course of action to recommend to the COB during regular COB meeting sessions.

Funding for the Global Ministries Center and the conferences is provided through a revenue-sharing plan articulated in the IPHC Bylaws. Article V (B) specifies that conferences

must send 10% of the clergy tithes received and 55% of the tithes received from conference churches to the Global Ministries Center. Article V (C) specifies that local churches must send 10% of the tithes and regular offerings received by the church to their affiliated conference office.

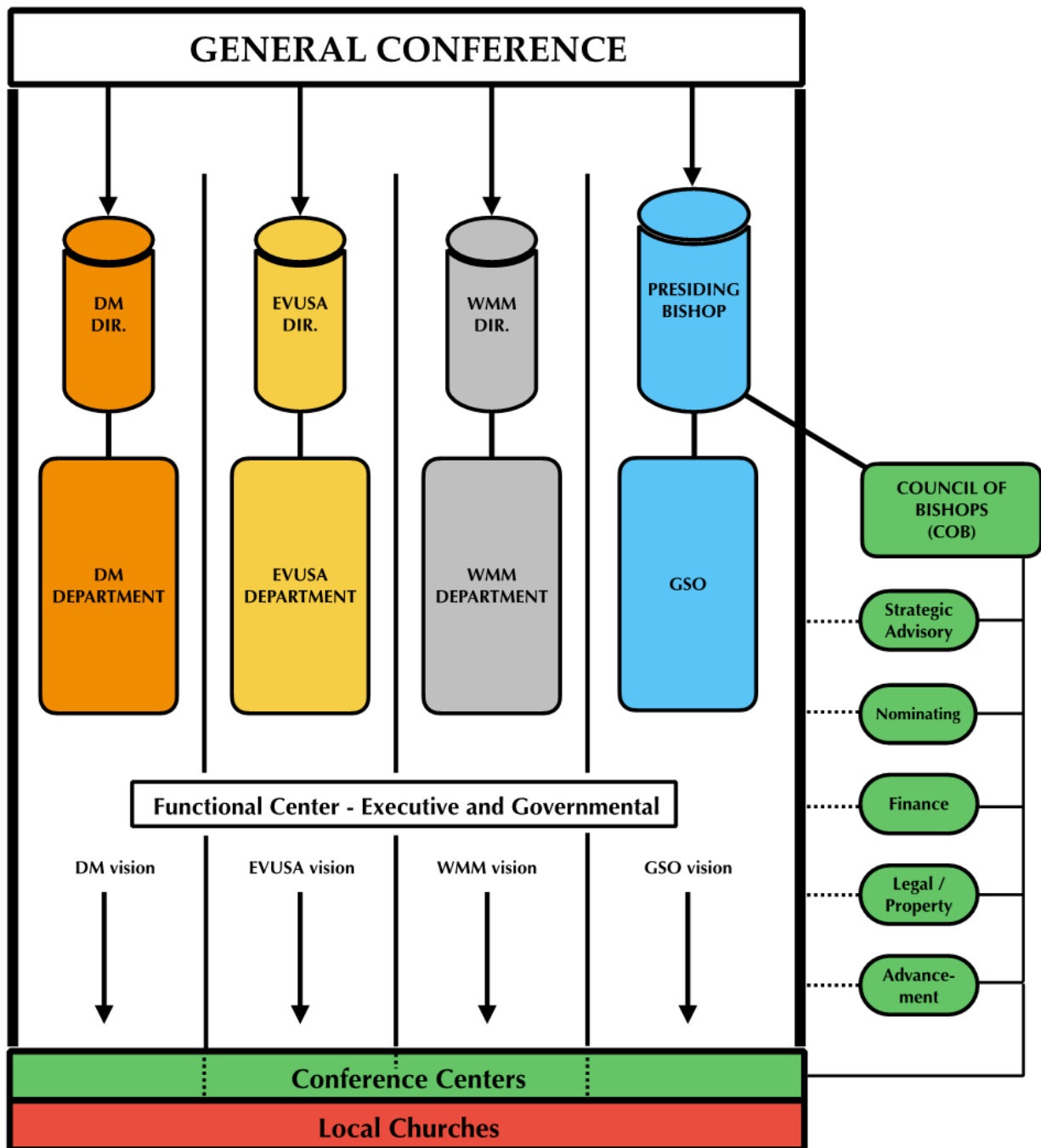
A review of the governance sections of the IPHC constitution and bylaws reveals that the document provides clear and definitive guidance regarding the denomination's governance. The document grants the COB the powers of the ultimate governing authority of the denomination when the General Conference is not in session. This clear delegation of authority to the COB provides good baseline guidance from the General Conference for organizational design considerations. It speaks to the intent of the General Conference that the denomination be governed by those officials more closely linked to the local church, the Conference Bishops. Conference Bishops work and communicate with local pastors on a very regular basis. They lead, live, and worship in the communities they serve. These Bishops are elected by conference delegates drawn from churches within their conference. This process provides a localized, representative voice in the denomination's governance. As a group, the Conference Bishops provide a cross-sectional representation of local churches in the USA. The Council of Bishops also offers the best opportunity for the denomination to gain ground-level intelligence by implementing grass-roots feedback programs with the COB regarding the needs present in the local church and programming successes at the local level.

The study commission found that the constitution and bylaws of the IPHC provide additional organizational design clues. The commission reviewed the current organizational

structure and created a diagram representing its view of the current structure. *(REFER TO FIGURE 1 ON THE FOLLOWING PAGE FOR A STRUCTURAL/FUNCTIONAL DIAGRAM OF THE EXISTING STRUCTURE OF THE DENOMINATION.)*

Through a review of IPHC organizational structures and governance practices currently in place, and with thoughtful consideration of how these structures and practices could be improved to emphasize the local church's success, the commission has created a conceptual model of a new organizational structure more closely following the governance guidelines provided by the constitution and the bylaws. The commission believes this model will provide many advantages and benefits to the organization and will better equip and serve local IPHC churches to successfully execute their mission through preaching the Gospel to reach the lost and create disciples.

FIGURE 1: Existing Structural/Functional Layout of IPHC



A NEW ORGANIZATIONAL APPROACH

The study commission's overarching organizational design goal is to better serve local churches and Pastors. The commission recommends a revised organizational structure that will establish and support unified and collaborative management of the organization through shared and generative governance and strong managerial leadership.

One organizational design author states that effective organizational structures meet the following design criteria:

- Aligns the organization to best follow strategic direction
- Allows for clearly defined roles and responsibilities
- Clarifies who makes what decisions
- Enables clear accountability
- Pulls together the people who most need to work closely with each other
- Allows information to flow unrestrictedly to those who need it
- Creates manageable spans of control
- Is augmented by informal channels of cross-boundary communication

(from “Strategy First.... Then Structure”, Mark Rhodes, [Management Library](http://www.management.org), www.management.org, February 2022.

These criteria are excellent objectives for reviewing and updating the IPHC organizational model. The commission recommends the adoption of a unified leadership structure to best accomplish these design criteria. Unified leadership refers to an organizational structure that clearly establishes and defines the chain of command for both the executive and governance functions and specifies how these branches are to work collaboratively and generatively to accomplish one well-designed, shared strategic plan for the entire organization.

It is vitally important that an organization’s governing board and its executive officers understand the important but differing roles and responsibilities of each group. It is also

important that both of these groups understand that one is neither more nor less important than the other. The success of an organization is best enhanced when each group understands and performs its responsibilities at a high level and in a collaborative and symbiotic way. The distinctive and differing roles and responsibilities of governing boards and organizational executives have been the topic of much research, and a great deal of literature exists on the topic.

One of the most respected American management minds, Dr. Peter F. Drucker, was instrumental in helping to define the respective roles of boards and management. He also helped illuminate the pitfalls awaiting dysfunctional organizations in this regard.

(Refer to Drucker, Peter F. "Drucker on the Non-Profit Board. Adapted from "Lessons for Successful Nonprofit Governance" (Nonprofit Management & Leadership, 1990) and Managing the Nonprofit Organization, both by Peter F. Drucker. Drucker Institute. https://drucker.institute/wp-content/uploads/2018/08/Reading_Drucker-on-the-Nonprofit-Board.pdf.

Dozens of articles and research papers on this topic exist. The Appendix lists references to several representative works for the reader interested in more information. The new organizational model is designed to drive responsibility, performance, and accountability of the Governance and Executive branches of leadership already provided by the IPHC governing documents. As mentioned above, it is crucial that each branch understands and executes its respective roles, responsibilities, and authorities and does so with accountability.

The Executive Branch is responsible for executing the strategic and operating plans of the organization and is granted authority to do so. The General Superintendent is accountable to the General Conference through the Conference of Bishops when the

General Conference is not in session. All other members of the Executive Branch are accountable to the General Superintendent, with the exception of the CFO, who is accountable to the Council of Bishops through the finance committee and the Executive Committee of the COB.

The Governance Branch is the ultimate governing authority of the organization. As previously mentioned, the IPHC Constitution and the IPHC Bylaws grant this authority to the Council of Bishops (“COB”), subject always to the General Conference, the Constitution, and the Bylaws. The Governance Branch determines the denomination’s overall strategies and policies and approves the annual budget plan. The Governance Branch oversees the Executive Branch but does not involve itself in actually doing the work of the Executive Branch.

Both branches must ensure that their strategies and objectives are harmonious and consistent and that they are supportive and collaborative with respect to each other. The COB is the ultimate governing authority in the organization, and the Executive team is responsible for managing the organization's activities. Each branch needs and depends on the other branch to achieve sustainable success, and as mentioned earlier, neither branch is more important than the other.

Possibly the most significant change recommended by this commission is that a single office of the General Superintendent (Presiding Bishop) has ultimate responsibility and authority for the Executive Branch with accountability to the General Conference through the COB.

The COB, in turn, shall be led by a Chair and a Vice-Chair, both currently serving as a conference superintendent and nominated and elected by the COB. As a leadership body, the COB has ultimate responsibility and authority for the Governing branch with accountability to the General Conference. This proposed COB structure best enacts the governance model set out by the General Conference as described in the IPHC Constitution and IPHC Bylaws.

The proposed organizational structure is designed to encourage and enable continuous collaboration between the Governance and Executive Branches. The organization is most efficient and effective when these two entities collaborate to identify and prioritize strategies and tactics. To better understand this collaborative and shared governance approach, let's examine the specifics of the overall design recommendation for each entity.

Governance Branch

The Governance Branch of the organization is the Council of Bishops (COB). This entity is granted authority by the Constitution of the IPHC, Article II D:

When the General Conference is not in session, the Council of Bishops shall be the highest 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.

The composition of the COB is defined in the IPHC Bylaws in Article I. Section E. (2.), and the specific duties of the COB are described in the IPHC Bylaws in Article I. Section E. This commission recommends amending Article I. Section E.(3.) to state the pastor and layperson members of the COB shall be voting members.

It is recommended that the duties, responsibilities, and authorities of the COB section of the bylaws be reviewed at least once during each quadrennial period, and consideration made for amendments, when necessary, to align them with the desired emphasis on local church health and growth. These duties, responsibilities, and authorities, as defined in the bylaws, should be considered to be the COB Charter, and serve to guide the activities of the COB. Any subsequent COB Charter amendment requires the General Conference's approval since the duties, responsibilities, and authorities are contained in the IPHC Bylaws.

This commission recommends amending the bylaws (and thus the COB Charter) to provide for the election of a COB Chair and Vice-Chair from its member Bishops currently serving as a Conference Superintendent. The election of the COB Chair and Vice Chair shall be the mandatory first item of business on the agenda for the first meeting of the COB following each Quadrennial General Conference. The General Superintendent shall preside over this election. Nominations for COB Chair shall be made from the floor during this meeting, and the vote shall be made by paper ballot. The ballots shall be tabulated jointly by three members of the COB whose names are drawn randomly from a pool of all names of all COB conference superintendents in session. (Nominees will not be allowed to act as a vote tabulator). A simple majority of the COB membership in session is required for the election of the COB Chair. The candidate receiving the second largest number of votes shall be deemed to have been elected as Vice Chair.

The COB Chair and Vice Chair shall each serve terms of four years, or that portion of years remaining until the next meeting of the General Conference, or until such time that

either (1) The Chair (or Vice Chair) are no longer Conference Superintendents, or (2) the Chair (or Vice Chair) can no longer effectively perform the required duties, or (3) a new Chair (or Vice Chair) is elected by a 2/3rds majority vote by the membership of the COB in session. The COB Vice Chair shall succeed as COB Chair in the event the current COB Chair can no longer serve due to any of the conditions as described herein.

A motion to hold an election within the COB to replace a current COB Chair can be brought to the floor by any COB member during the “New Business” portion of any regular meeting of the COB in which a quorum of members is present in session. This motion must be seconded and approved by a simple majority vote by paper ballot by the COB members in session for a vote to replace to be scheduled. To provide adequate time for discovery and discussion, this vote will be scheduled as the first item of business on the agenda for the next regularly scheduled meeting of the COB. The votes to determine if the COB Chair should be replaced or not shall be cast via paper ballots. A decision to replace the current COB Chair shall require affirmative votes from a minimum of 2/3rds of the COB membership in session. The ballots shall be tallied by at least three COB Committee chairmen.

If 2/3rds of the COB membership in session vote in the affirmative to replace the COB Chair, the COB Vice Chair shall immediately become the COB Chair for the remainder of the Chair’s term. The former Chair will continue to be a regular member of the COB in this instance. The COB will then immediately elect a new COB Vice Chair with nominations coming from the floor. The candidate gaining a simple majority of votes of COB members in session will be elected as the new COB Vice Chair. If a simple majority for one candidate

is not achieved on the first vote, a run-off election between the top two vote recipients shall be conducted immediately in the same meeting.

If a 2/3rds majority of the COB membership in session does not vote in the affirmative to replace the COB Chair, the election to replace the COB Chair has failed. It is then within the COB Chair's discretion to continue to serve as Chair. Should the COB Chair decide to step down from Chair, the COB Vice-Chair shall immediately succeed as COB Chair, and a new COB Vice-Chair shall be elected as described in the preceding paragraph. The former Chair shall continue to be a regular member of the COB in this instance.

The Chair and Vice Chair may each serve a maximum of two terms, but each must stand for election for each four-year term.

The COB Chair shall be responsible for planning the agenda of the regular COB meetings. The COB meeting agenda must always provide for the ongoing accomplishment of the duties and responsibilities of the COB as defined by the bylaws. The agenda shall be created through a collaborative effort with the General Superintendent. The COB Chair shall call and preside over the regular COB meetings (with the exception of the election of the COB Chair). The COB itself shall determine the frequency, schedule, and venue of Council meetings, working in collaboration with the General Superintendent to reduce scheduling conflicts where possible. The COB Chair shall oversee the work of the COB committees and ensure that the committees are performing effectively.

The COB committees perform the substantive work of the COB. The COB currently has five standing committees provided by the IPHC Bylaws (Article I. G. 4. (a) – (d): Finance, Nominating, Legal/Property, Advancement, and Strategic Advisory Council. This

commission recommends establishing two additional standing committees to be detailed later in this report. Each committee shall have a committee chair selected by the COB Chair in collaboration with the COB Vice Chair and the Nominating Committee. All committee chairs shall be currently serving conference superintendents, with the exception of the Finance and the Legal/Property Committees. Either or both of these committees may optionally be chaired by an individual who is not a member of the COB but who is deemed by the COB Chair, the COB Vice Chair, and the nominating committee to possess significant expertise in the subject matter areas of these committees sufficient to warrant appointment as committee chair. Committee chairs and standing committee members shall each serve a term of four years (or a portion thereof) running concurrently with the period between meetings of the General Conference. Individuals serving in either capacity shall be limited to two consecutive terms on any standing committee.

The IPHC Bylaws generally outline each committee's purpose and composition. However, specific committee duties and tasks are lightly defined in the bylaws. The COB must create and adopt a more thorough committee charter for each COB standing committee. Each initial committee charter and any subsequent proposed amendment to the committee charter shall require review and approval by the COB in an official business meeting.

Reports from each committee chair shall be included as standing agenda items for each COB meeting. Each committee's work is vital to the organization's success, and regular reports from the committees are essential for the COB to accomplish its responsibilities effectively.

The COB Chair is an ex-officio member of each committee but generally should not assume leadership of any committee due to the anticipated workloads of both the COB Chair and Committee Chairs. Exceptions could be made when the Chair is the logical leader or the subject-matter expert for a particular committee or the Committee on the Executive discussed later.

COB Committees can and should include qualified individuals beyond members of the COB. These individuals might consist of Directors or Managers of Global Ministry Center departments, IPHC Pastors, or IPHC laypeople, each of whom has responsibilities or specific knowledge associated with the committee's purview. Including such individuals will better equip the committee to produce effective outcomes and create a more generative approach to committee work.

Committees can, and will likely need to, meet outside of regular COB meetings as the needs of each committee arise. Virtual COB and Committee meetings shall be permitted as deemed necessary by the COB Chair and Committee Chair, respectively.

The COB and Committee meetings shall be conducted according to Robert's Rules of Order. Official minutes of each meeting shall be recorded by a member of the COB (or an administrative assistant) so designated by the COB Chair or Committee Chair, respectively. These minutes must be read and approved at the next meeting of the COB or respective committee.

The COB charter shall define standing meeting agenda items to be accomplished on a scheduled basis. No attempt is made in this document to create an exhaustive list of

agenda items. These agenda items should follow from the Duties and Responsibilities of the COB contained in IPHC Bylaws Article I. D. 5.

The commission recommends adding two new COB standing committees: the Committee on the Executive and the Institution Committee.

The Committee on the Executive shall be responsible for reviewing the professional and personal health of the Presiding Bishop. Every leader knows it is lonely at the top, and there are few opportunities for the top executive to participate in therapeutic reviews and discussions. The chief executive's physical, spiritual, and mental health is of great importance to the entire organization's health, and watching out for the top executive's overall health is the primary objective of this committee. It is recommended that this committee meet with the Presiding Bishop at least twice per year to conduct confidential meetings for the purpose of providing a sounding board regarding the Presiding Bishop's job satisfaction, current challenges, spiritual health, and physical health, as well as any family or personal issues that could potentially impact the executive's capacity to meet the requirements of the position. The committee's primary purpose is to aid in any of these areas when needed and appropriate and to support and encourage the Presiding Bishop.

The absolute confidentiality of this committee is paramount if it is to provide effective support to the Presiding Bishop. The confidence and trust of the Presiding Bishop in this committee is essential to its success. Only Bishops highly regarded for their integrity and confidentiality should be considered for participation in this committee. The committee is chaired by the COB Chair and includes two, or a maximum of three, additional conference superintendents selected by the COB Chair working in collaboration with the Presiding

Bishop. It is recommended that the Presiding Bishop be allowed to personally choose one of the members of this committee from the conference superintendent members of the COB.

This Committee on the Executive also has the responsibility to conduct a performance appraisal of the Presiding Bishop at a minimum of two-year intervals. The appraisal is an assessment of the overall progress to achieve the organization's strategic plan and the effectiveness of leadership within the Executive Branch. This practice is in line with the fiduciary duties of the COB as the top governing authority of the denomination when the General Conference is not in session. While it might be argued that re-election is an adequate review of performance, this commission views re-election as a vote of confidence rather than a knowledgeable and well-conducted performance review in the traditional sense of a review of progress achieved, applauding successes, making mid-course adjustment suggestions where appropriate, and coaching for improvement.

The Institution Committee shall oversee and lead the various institutional activities of the IPHC (Emmanuel University, Southwestern Christian University, Advantage College, Holmes Bible College, the IPHC Foundation, Falcon Children's Home, etc.).

Council of Bishops Executive Committee

The IPHC Bylaws provide for a Council of Bishops Executive Committee ("Executive Committee"), the purpose, duties, authorities, and composition of which are specified in Article I, Sec E of the bylaws. Bylaws Section E. (1.) articulates the critical purpose of the committee:

The purpose of the Council of Bishops Executive Committee (hereinafter referred to in the Bylaws as “Executive Committee”) is to facilitate decision-making regarding the policies of the Council of Bishops between sessions. The Council of Bishops, in session, may grant or delegate such authority to the Executive Committee as required for the proper function of the organization. However, the authorities and powers reserved in these Bylaws for the General Conference shall remain so reserved.

The Executive Committee plays a primary role in the governance of the denomination. As the COB is in session for only a dozen or so days per year, the Executive Committee becomes the acting policy-interpreting and decision-making authority for the balance of the year. The Executive Committee is positioned and charged with being highly informed of current issues requiring COB input and is responsible for decision-making when the COB is not in session. Such delegation of authority and responsibility is not uncommon in organizational governance, and such delegation allows for efficient oversight of the organization during the majority of the year when the COB is not in session.

Because of the critical role played by the Executive Committee, it is vital to the process of shared and collaborative governance that the Executive Committee’s structure and composition align with the governance provisions of the bylaws and constitution. In this area, we find an inconsistency between its current structure and composition and the governance intent of the IPHC constitution regarding the COB. The current structure and composition of the Executive Committee as specified by the bylaws in Article I, Sec E, Item 2, which states:

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

- a. General Superintendent, Chairman*
- b. Executive Director of Discipleship Ministries*
- c. Executive Director of Evangelism USA*

- d. Executive Director of World Missions Ministries*
- e. Three (3) conference superintendents serving on the Strategic Advisory Council*
- f. One Pastor with seat and voice serving on the Strategic Advisory Council*
- g. One Layperson with seat and voice serving on the Strategic Advisory Council*

This composition results in four voting participants from the Executive branch and three voting participants from the Governing branch (the COB). This Executive Branch majority of the Executive Committee is inconsistent with the intent of the constitutional provision that when the General Conference is not in session, the *Council of Bishops shall be the highest authoritative council, board, or committee in the organizational structure.* (IPHC Constitution Article II (D)). Conference Superintendents compose a significant majority of the COB, and we recommend that the Executive Committee composition be amended to reflect that composition. To resolve this inconsistency, it is recommended that the composition of the COB Executive Committee be amended as follows:

- A. COB Chair, Chairman
- B. General Superintendent (Chair, Strategic Advisory Committee)
- C. Executive Director of World Missions
- D. Executive Director of Church Ministry Department
- E. Six COB Committee Chairs (Six chairs are noted as the Strategic Advisory Committee is chaired by the General Superintendent who is listed in item B. above.)
- F. One Conference Superintendent currently serving on the Strategic Advisory Council
- G. One at-large Conference Superintendent recommended by the nominations committee and approved by the COB Chair and COB Vice Chair.

H. One Pastor with seat, voice, and vote serving on the Strategic Advisory Council

I. One Layperson with seat, voice, and vote serving on the Strategic Advisory Council

This composition more closely aligns with the authorities granted by the IPHC Constitution to both the Governance and the Executive branches and reflects the COB's responsibility for governance. Including COB committee chairs as members of the Executive Committee provides a broader representation of all the committees in the Executive Committee. Including these committee chairs also provides closer alignment and synergy of the Executive Committee with the COB committees. This composition encourages shared, unified, and collaborative leadership across the organization.

Executive Branch

As stated earlier, the Executive Branch executes the strategic priorities established for the denomination within the policies outlined in the governing documents under the guidance and authority of the Council of Bishops. The Executive Branch shall be responsible for and have authority to carry out day-to-day executive, operational, and administrative management for all Global Ministry Center activities necessary to achieve the organization's strategic plan.

The General Superintendent is the top officer within the Executive Branch. The authorities, duties, and responsibilities of the General Superintendent are defined in the IPHC Bylaws Article I. F. 1. As mentioned earlier in this document, the General Superintendent is accountable to the General Conference via the COB. All other Global Ministries Center employees (with the exception of the Chief Financial Officer) shall be accountable to the General Superintendent. The Chief Financial Officer is accountable to

the COB through the finance committee and the COB Executive Committee (Bylaws Article I. F.1.b.(2), and Article 1.H.6.a.(2) and (3).

The election and term of the General Superintendent are specified in the IPHC Bylaws. The commission recommends an amendment to the Bylaws to provide for a process of removal of the General Superintendent for cause. The removal process is to be governed by the COB in session and only after the General Superintended has had the opportunity to personally address the COB in session regarding the specific reasons contemplated for removal by the COB. Following such an opportunity, a vote to remove the General Superintendent shall be taken by the COB in session. Removal of the General Superintendent shall occur only if 2/3rds of the COB members in session vote in the affirmative to remove the General Superintendent.

In reviewing the structural design of the Executive Branch, it is useful to again characterize the essential difference in duties between the Governance Branch (COB) and the Executive Branch (General Superintendent, Executive Directors, Directors, Managers, etc., employed by the Global Ministries Center).

In essence, the Governance Branch determines the “WHAT” and “WHY” of strategic priorities and overall objectives. The Executive Branch determines “HOW” to achieve those priorities and goals and EXECUTES those actions.

The COB, as the Governance Branch, has both view and advisory voice in any matter brought before it. However, the COB, as a governance body, should not involve itself in the day-to-day operational activities of the Global Ministries Center. The COB is responsible for oversight to ensure that executive functions are properly carried out to support the

achievement of overall strategies and goals through review and discussions with the General Superintendent.

The Executive Branch has the responsibility and duty for the actual execution of the plan. Execution and action are the realm of the General Superintendent and the employees of the Global Ministries Center. The Executive Branch hires all denomination employees (with three exceptions). These three exceptions are (1) the General Superintendent (Presiding Bishop) and (2) the Vice Superintendent (World Missions Director), both of whom are elected by the General Conference in session, and (3) the Chief Financial Officer who is hired by and is accountable to the COB. For clarity, the World Missions Director shall be accountable to the General Superintendent even though elected by the General Conference. To support this accountability feature, the bylaws should be amended to provide for the ability of the General Superintendent to terminate the employment of the World Missions Director (for cause and subject to due process discovery within the COB) if, in the judgment of the General Superintendent, continued employment of the World Missions Director is detrimental to the organization.

The World Missions Department and The Church Ministry Department are encouraged to form Advisory Boards to facilitate generative input from individuals with experience and passion for the work of the respective departments. COB members may serve on a departmental Advisory Board at their discretion. COB members serving on an Advisory Board are considered equal to all other members on an Advisory Board in those meetings.

The Executive Branch shall also prepare a proposed annual operating budget covering all aspects of the Global Ministry Center. The Executive Branch and Chief Financial Officer shall submit their budget proposal for the next year to the COB Finance Committee at least 90 days prior to the end of the current fiscal year. The Executive and Governance branches shall conduct a collaborative and collegial review of the budget proposal, making any changes as needed until the Finance Committee supports the proposed budget plan. The Finance Committee must ultimately formulate and pass a motion in an official committee meeting recommending acceptance of the proposed budget plan by the COB. The Finance Committee does not have the authority to grant final approval of the budget plan. Rather, the budget plan and a resolution to recommend approval passed by the Finance Committee must be presented to, reviewed, and approved by the full COB in session. This allows for further review and, if necessary, modification of the budget plan by the full COB until final approval is voted on by a majority of the COB in session.

The Executive Branch is then responsible for ensuring that the organization's financial performance follows the approved annual operating budget.

The COB Finance Committee is responsible for diligently reviewing overall budget performance before each regular COB meeting and, along with the CFO, reports on budget performance to the COB in regular sessions.

Executive Branch Organization

The study commission recommends a change in the organizational structure of the Executive Branch to promote a more unified and synergistic approach to the branch. As

mentioned earlier, the commission recommends that the General Superintendent be identified and granted authority as the top officer of the Executive Branch. It is also recommended that the Executive Director of World Missions be recognized and given authority as second-in-command under the General Superintendent and be accountable to the General Superintendent. Both of these executive positions will continue to be filled by an election of the General Conference in session every four years per the provisions of the governing documents of the IPHC.

The commission recommends all other Executive Director(s) be hired by the General Superintendent rather than through election by the General Conference. These Executive Director(s) shall be accountable to the General Superintendent and will report directly to the General Superintendent. The General Superintendent has overall management responsibility over the performance of all departments of the Global Ministry Center.

The commission recommends that the General Superintendent form a General Superintendent's Cabinet (or Presiding Bishop's Cabinet) referred to herein as the "Cabinet."

The Cabinet shall include the General Superintendent as Chair, the Executive Director of World Missions as Vice Chair, the Executive Director of Church Ministry, and the CFO. When necessary, the organization's legal counsel should be included as a member with voice and without vote.

The Cabinet is the General Superintendent's "get it done" team. Effective organizations hold weekly meetings to identify top operational issues and priorities and to review progress on the identified issues before the organization. Churches routinely hold

weekly staff meetings. Sales organizations have weekly sales management meetings. Corporations generally have weekly executive cabinet meetings. These meetings are the “glue” that keeps the organization running on its identified priorities and the “oil” that keeps it running smoothly. They are vital to the success of the Executive Branch. The General Superintendent shall create a standing agenda for the Cabinet meetings to ensure that all priority areas of the Global Ministry Center are routinely reviewed and discussed. The Cabinet meetings shall be participative and collaborative, enabling the executive team to help each other accomplish all the goals and priorities of the Global Ministry Center. The goal is to produce a leadership culture wherein each leader’s individual success depends upon the success of every other member of the Cabinet team and upon the accomplishment of the organization's overall strategic objectives.

It is essential that each member of the Cabinet “buys in” to this process. This is another reason for establishing the General Superintendent as the top executive officer. Cabinet members might be otherwise tempted to resist team membership and team play without this clear chain of command. Without a well-understood chain of command, Cabinet members might also resist managerial guidance, course corrections, and performance reviews – all essential to effectively managed organizations. This risk is highest when the organization is experiencing change and when the chain of command is not clearly identified nor structured to promote unity.

A good leader in the role of General Superintendent is an absolute must to establish strong and unified management. This cannot be over-emphasized. According to John Maxwell, author of over 70 leadership books, “Everything rises and falls on leadership.”

(John C. Maxwell, The 360 Degree Leader: Developing Your Influence from Anywhere in the Organization, HarperCollins Leadership, 2006). Good results do not come from bad leadership.

On the positive side, a clear chain of command under a strong and capable leader, a competent and participative executive team, and a well-defined set of strategic priorities and goals create an environment that will produce exceptional outcomes for the management team and, thus, for the IPHC.

It is important to note that the goal of this organizational structure is not to promote the creation of autocracy but rather to establish an organizational structure that engenders teamwork and thus affords the IPHC the best opportunity to effectively meet the goals and priorities identified by the General Conference and the Conference of Bishops.

Council of Bishops Strategic Advisory Council

The IPHC Bylaws specify that one of the standing committees of the COB is the Strategic Advisory Council (Article I.G.4.a.). The provision for and the existence of this counsel is wise and provides an opportune forum for promulgating shared and generative leadership within the IPHC.

The purpose of the council is defined in the IPHC Bylaws:

“The purpose of the Strategic Advisory Council of the Council of Bishops (hereinafter referred to as the Strategic Advisory Council) is to assist in the development of strategic plans for fulfilling the vision and mission of the IPHC. The council shall assist in setting appropriate goals and objectives, and the plans and initiatives to meet them. The Strategic Advisory Council shall also provide assistance to the General Superintendent for the implementation, monitoring, and modification of strategic initiatives as required.” (Article I.G.4.a.1))

The Merriam-Webster's Dictionary defines generative as “having the power or function of generating, originating, producing, or reproducing.” The Strategic Advisory Council shall be the generative planning engine of the COB, and it is appropriately positioned at the center of strategic planning within the IPHC. Recognizing that the General Superintendent is the primary vision caster for the denomination, the Bylaws appropriately advise the Strategic Advisory Council to assist the General Superintendent in developing strategic plans, goals, and objectives, as well as assisting in their implementation.

The Strategic Advisory Council is an ideal incubator from which (with the Holy Spirit's assistance and the members' diligence to pursue Him) vision, dreams, and strategic goals for the denomination can and must emanate. This Council provides a great forum opportunity for the General Superintendent to brainstorm new ideas. It also provides an opportunity for ideas from other leaders of the organization to surface for discussion and consideration.

As the chief vision-caster of the IPHC, the General Superintendent shall chair the Strategic Advisory Council.

At the beginning of each Strategic Advisory Council meeting, the Chair shall review the overall goals of the IPHC to help guide creative thinking. (A good example is reminding the Council of the goal of providing more support for local IPHC churches and pastors). A purposeful, shared, and participative approach in setting strategic priorities and strategic programs with participation from all levels of the organization can advance the goal of placing more emphasis on the work and success of the local church. This process will encourage upward communication from the local churches and pastors and allow ideas

from local churches to bubble up in the planning process. Some bubble-up ideas will undoubtedly survive the competition of ideas within the council and become strategic goals for the organization. This will further enhance buy-in from the constituent bishops, pastors, and church members.

The current composition of the Strategic Advisory Council is defined in the IPHC Bylaws in Article I. G. 4. a. 4:

- The General Superintendent
- All Executive Directors
- Three Conference Superintendents serving on the Executive Committee
- Three Senior Pastors
- Three Laypersons
- A nonvoting strategic consultant may be contracted by the COB as deemed necessary

The commission recommends that the COB Chair and Vice Chair, along with a fourth conference superintendent, be included on this council membership roster.

The recommended composition of the Strategic Advisory Committee is thus:

- The General Superintendent, Chairman
- COB Chair
- COB Vice Chair
- Executive Directors
- Four additional Conference Superintendents
- Three Senior Pastors
- Three Laypersons
- A nonvoting strategic consultant may be contracted by the COB as deemed necessary

The IPHC Bylaws currently specify the terms of members of the Strategic Advisory Council in Article I.G.4.a.5) b) and c):

b) The conference superintendents shall serve for four-year terms with a consecutive three-term limit. c) The nominations committee shall recommend three (3) pastors and three (3) laypersons to be approved by the Council of Bishops. The nominations

committee shall determine the length of terms for pastors and lay members, allowing an orderly rotation of members. No pastor or lay professional shall serve more than twelve consecutive years on a standing committee.

The commission recommends that the term of service on the Strategic Advisory Council for the General Superintendent, Executive Directors, COB Chair, and COB Vice Chair run concurrently with their respective terms of office. The commission further recommends that other Strategic Advisory Council members should serve a maximum of two (2) four-year terms on the Council. Per the bylaws, the nominations committee shall determine the length of terms for pastors and lay members, allowing an orderly rotation of members, again with a recommendation that the bylaws be amended to specify that no pastor or lay professional shall serve more than eight years on this committee.

The commission recommends that the Strategic Advisory Council meet at least twice per year. Establishing the initial strategic plan through this process may require additional meetings. Experience indicates that these meetings are best conducted over two days. The overarching goal of the meeting cycle should be to produce an updated strategic plan annually. The first Strategic Advisory Council meeting of the planning year should first focus on reviewing the previous year's plan to remove goals that have been accomplished or are deemed to no longer be strategic, adjust goals due to changing facts or conditions, and introduce new ideas, new initiatives, and newly identified needs. As Chair, the General Superintendent should guide the discussions, encouraging broad participation and creative thinking from all members. The Council must constantly strive to work diligently, collegially, and collaboratively during all sessions to achieve maximum effectiveness. Workgroups can be structured and assigned to allow teams to focus and dive deeply into different areas to

refine recommendations to be considered by the entire Council later in the meeting. The Council should work toward defining strategic goals that articulate a specific outcome, are measurable, and provide a specific timeframe for accomplishment. It may also be appropriate during the first meeting of the planning year to assign workgroups from within the Council to continue researching potential goal feasibility and structure between the two annual meetings.

The second meeting of the planning year is the session in which the strategic plan recommendation for the next year is finalized prior to presentation to the COB for final approval. In this meeting, the Council should first focus on reviewing performance toward goal achievement for the current year that was accomplished since the first meeting. This review will help inform regarding the potential need to adjust or eliminate specific goals in next year's plan. The main task of this second meeting is the selection and final wording of the recommended strategic objectives, as well as the finalization of the recommended strategic plan for the next year. Once this is accomplished, the Council must pass a resolution recommending the adoption and approval of the new strategic plan by the COB.

The new strategic plan must be presented to the COB in session. This proposed plan is subject to modification by the COB until such time that a motion to adopt the strategic plan for the next year is passed by the COB in session.

Once the COB in session approves the annual strategic plan, execution of that plan is the responsibility of the Executive Branch, with the COB in a review/advisory-assist role. All activities and resource allocations of the Global Ministry Center should be planned and executed in alignment with the strategic plan. Any activity or allocation that does not align

with the strategic plan must undergo serious review by the executive branch to correct or eliminate non-aligned activity or allocation.

The shared and participative planning process outlined in this section will significantly strengthen the unification of the entire IPHC leadership team. Goals will be identified and agreed upon in a shared manner under the direction of the General Superintendent but with final approval resting with the COB. The executive branch works to accomplish the goals, and the governance branch stands ready to counsel and assist in any way possible. Successful execution is a team win for leadership, shared and enjoyed by the entire organization.

It is important to note that the successful execution of a strategic plan for a large organization such as the IPCH cannot be accomplished by the General Superintendent alone. The commission recommends that each goal be assigned to a member of the General Superintendent's Cabinet to advance and steward on behalf of the General Superintendent. Each Cabinet member shall be encouraged to form teams around each goal, with team members coming from operating areas related to the goal and pastors and bishops with specific experience or expertise in the subject matter related to the goal. The Cabinet member leads these working teams, and the teams assist the Cabinet members to see that every effort is made to accomplish the team's goal. The regular meetings of the Cabinet provide progress updates and collaboration opportunities for each Cabinet member.

Corporate Officers

For organizational clarity to eliminate the duplication of the title Chairman, the study commission recommends that the officers of the corporation be titled/filled as follows:

President: Presiding Bishop / General Superintendent

Vice President: Executive Director of World Missions Department

Secretary: Active Conference Superintendent elected by the COB

Treasurer: Active Conference Superintendent elected by the COB

Church Ministries Department

The study commission proposes the creation of a new department at the Global Ministries Center that will focus on supporting our local churches and pastors by supporting the conferences. This department is the Church Ministries Department. This department will focus on supporting these mission-critical aspects of local church ministry:

- Pastor
- Prayer
- Faith And Family Initiative
- Worship
- Children
- Connection
- Students
- Groups/Discipleship
- Outreach/Community Engagement

A new position of Church Ministries Department Executive Director to oversee this department is to be created and filled. The Executive Director must be an ordained minister and will be accorded the honorary title of Bishop to recognize this department's vital role in mission fulfillment at the IPHC. This director shall be appointed by and accountable to the General Superintendent, with the appointment subject to the prior approval of the COB.

The mission of this department is to provide resources to conferences to assist churches and local pastors in deploying effective local church ministry in each of the key areas mentioned above. Each ministry area will be led by a National Specialist who must be a recent and successful practitioner within that particular ministry area. The National Specialists will be subject-matter experts passionate about raising the availability and effectiveness of their ministry area within local IPHC churches through their work with the conferences.

Conferences are likewise asked to align their organizations with this model to create Conference Specialists for each of these ministry areas. Resourcing these Conference Specialists will be one of the primary objectives of the Church Ministry Department. The Conference Specialists will serve local pastors and should be the direct beneficiaries of the work of both the National Specialists and the Conference Specialists.

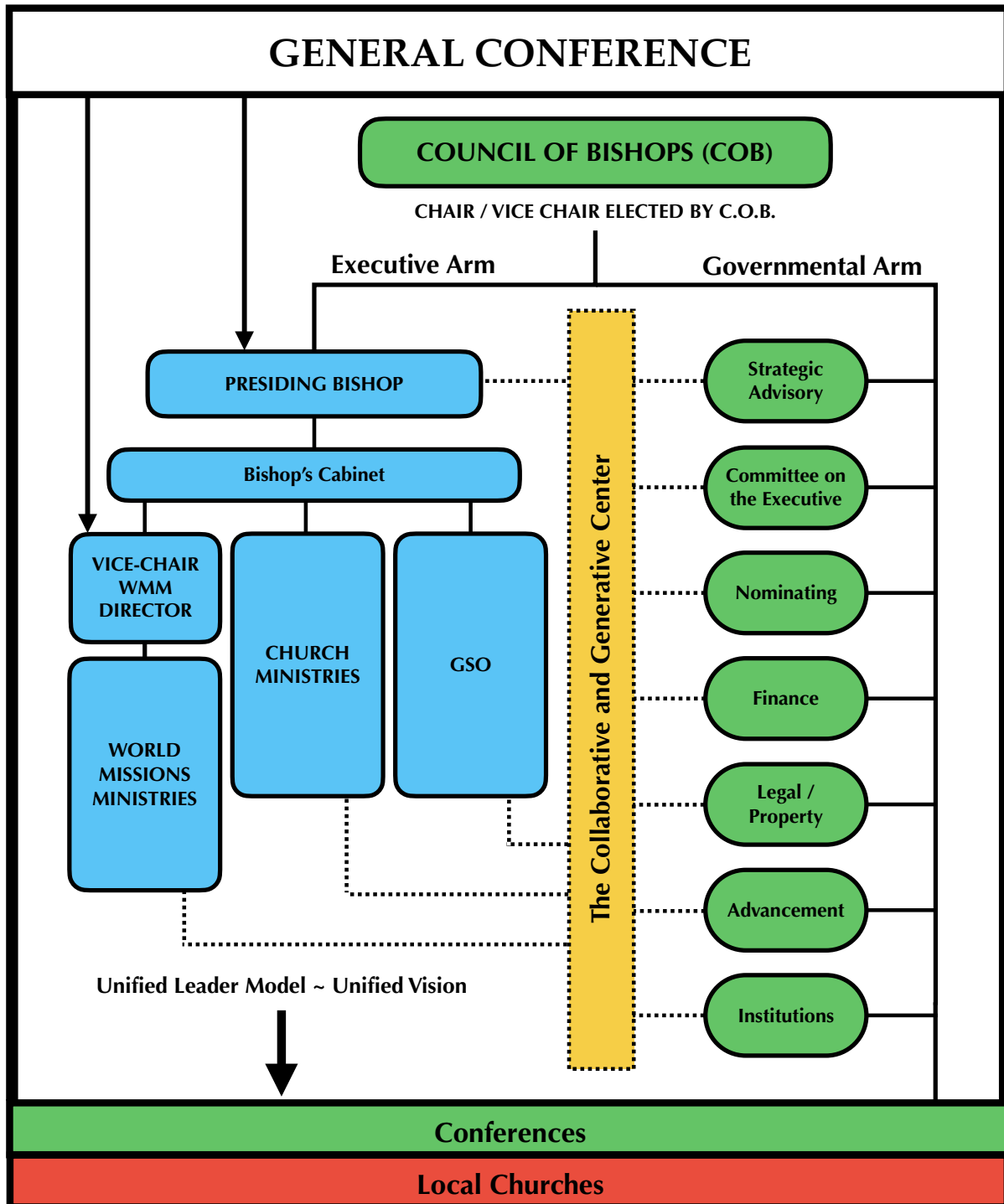
Additionally, the Church Ministries Department will be responsible for Clergy Care and Development (one of the Specialist areas), Hispanic Ministries, Church Multiplication, and the Acts2Day ministries.

The Executive Director of the Church Ministries Department shall have discretion to determine if Church Ministries Department staff members are volunteer, stipend, full-time, or part-time within the constraints of the budget approved by the COB.

The commission has updated the IPHC organization structure diagram to reflect the changes contained in this report.

(REFER TO FIGURE 2 ON THE FOLLOWING PAGE FOR A STRUCTURAL/FUNCTIONAL DIAGRAM OF THE PROPOSED STRUCTURE OF THE DENOMINATION.)

FIGURE 2: PROPOSED Structural/Functional Layout of IPHC



CONTINUOUS ORGANIZATION DEVELOPMENT

The performance of any organization is always the product of the combined performance of all its members. Thus, the most important factor in the success of any organization is always the success of the people who comprise it. Organizations simply cannot perform at a high level if their members are not performing at a high level. With this said, it is vitally important that an organization's leaders have a high level of commitment to the continuous development of the organization's human resources.

Traditionally, organizations have resorted to a formal process of employee performance reviews to monitor individual employees. Usually, this was accomplished in a once-a-year performance appraisal, typically following standard guidelines for review. And while this approach MIGHT be better than no review at all, the process is generally disliked by both the individual being reviewed and the supervisor conducting it. A survey done by People IQ found that a staggering 87 percent of managers and employees believed annual performance reviews weren't effective or useful.

(<https://www.quantumworkplace.com/future-of-work/6-alternatives-to-the-annual-performance-review>).

Traditional performance reviews are giving way to alternative performance management strategies to provide more effective equipping of employees to drive successful outcomes. These performance management strategies are characterized by the following:

- Consistent one-on-one discussions between managers and employees. Weekly, bi-weekly, or monthly discussions between team members and their supervisor to discuss the job and how things are going. The conversations are purposeful and directed and should allow the team member to ask questions or express concerns about challenges they are facing.
- Quarterly Check-ins. Supervisors need not coach in every session, but an intentional coaching opportunity should be included at least once per quarter. These sessions can be formal or informal, but both parties should recognize that the purpose is to discuss performance for the past quarter and to look forward to the next quarter.
- Continuous two-way feedback. Both the supervisor and the team member need feedback and should be asking for it. This may be a new idea for some supervisors. Still, it is essential to promote a relationship of trust, and both parties gain important feedback on their own individual development. Managers can gain insights they need to improve the employee's work experience, and the employee will be more likely to accept feedback when a supervisor is soliciting feedback as well.
- Don't tie it to compensation. When you tie your feedback to compensation, the session ceases to be a coaching session and becomes a negotiation. (Matt Rissell, Co-Founder and CEO, TSheets.
<https://www.forbes.com/sites/mattrissell/2017/05/26/performance-reviews-suck-heres-what-we-do-instead/?sh=4db80a2e76ed>). The coaching session should be

intended to help employees succeed and perform at their highest level. If the coaching session is perceived as a compensation review, and a raise is not granted, the coaching is likely to be ignored or even considered offensive.

- Send follow-up plans in writing. Leaders should document key coaching points in writing. A brief note or email from a supervisor to a team member helps to both reflect on the coaching tips and align the next steps to accomplish the change. This follow-up also allows both the supervisor and the team member to be accountable for the discussion items.

This study commission recommends implementing a continuous organization development plan with all employees at the Global Ministries Center utilizing the concepts presented herein. The consistent utilization of performance management tools such as those described above will ensure all team members receive helpful developmental feedback and coaching. Additionally, consistently utilizing these tools aids in creating a culture of accountability. When all team members are accountable to their team leader in a productive and cooperative manner, individual performance will rise and thus enable the organization to better meet its goals and objectives.

FINANCIAL RECOMMENDATIONS

The IPHC has long funded the Global Ministry Center through a revenue-sharing plan with its member churches and pastors through the conference structure. This funding commitment by the local church conferences is prescribed in the IPHC Bylaws Article V.B.1.a. and V.B.1.b:

Conferences shall send the following funds to the General Treasury monthly:

- a. 10% of the tithes received from all clergy.*
- b. 55% of the church tithes.*

This study commission was tasked with the responsibility of reviewing the financial structure of the IPHC and offering recommendations as to how the denomination could focus more on local church ministry. The preceding sections of this report have addressed strategic priorities and organizational changes to support those strategies. The establishment of a new Church Ministry Department is central to the objective of supporting local churches and pastors.

The Church Ministry Department is the result of streamlining and synergizing the Discipleship and the Evangelism USA departments. By focusing on its priorities on local church ministry needs and organizing to provide resources that address these needs, the Global Ministries Center can achieve the strategic priority of growing and multiplying healthy churches. And by combining the efforts and resources of the Discipleship and Evangelism USA departments, the IPHC can more effectively utilize and deploy resources, resulting in operating and budget efficiencies.

The study commission formed a financial sub-committee to explore options for the current revenue-sharing formula described above. Numerous scenarios were simulated and reviewed.

The variables in the scenarios included:

- The overall anticipated cost of operations for the Global Ministries Center
- The portion of church tithes to be sent from the conferences to the General Treasury
- The portion of clergy tithes to be sent from the conferences to the General Treasury

Following considerable analysis and debate, the study commission has arrived at a recommendation that will result in the availability of more financial resources at the conference level with which the new Church Ministry Department initiatives can be funded by the conference. The commission recommends reducing the portion of church tithes being sent by the conferences to the General Treasury to 50%. Further, the commission recommends that conferences retain 100% of the clergy tithes received by the conferences.

These changes will provide the conferences with additional funds which are to be used to support local pastors and local churches. For example, based on fiscal 2023 financial records, these changes would result in approximately \$1.350 million being redirected from the General Headquarters to the conferences to support local pastors and local churches. The benefit to each conference (based on the same fiscal 2023 financial records) is shown in Figure 3. In discussions between the CFO of the Global Ministries

Center, the chairman of the Finance Committee, and the leadership of the study commission, it was agreed that these changes are reasonable and achievable.

(REFER TO FIGURE 3 ON THE FOLLOWING PAGE FOR A CHART OF FINANCIAL REALLOCATIONS FOR THE GENERAL CHURCH AND INDIVIDUAL CONFERENCES BASED ON RECOMMENDATIONS)

FIGURE 3: Chart of PROPOSED Financial Reallocations

Sum of Gift Amount		Church Tithes	Chap/Dir Tithes	New Gen Church Total	Original Grand Total	Conference Increase	Minister's Related
Row Labels							
ACROSS Conference		\$ 30,749.33	\$ -	\$ 30,749.33	\$ 39,039.46	\$ 8,290.13	\$ 5,215.20
Acts2Day Conference		\$ 81,173.33	\$ -	\$ 81,173.33	\$ 89,289.77	\$ 8,116.44	\$ -
Alpha Conference		\$ 110,140.55	\$ 420.00	\$ 110,560.55	\$ 148,958.15	\$ 38,397.60	\$ 27,383.54
Appalachian Conference		\$ 706,053.48	\$ -	\$ 706,053.48	\$ 865,486.42	\$ 159,432.94	\$ 88,827.59
Cornerstone Conference IPHC		\$ 914,734.13	\$ 4,618.54	\$ 919,352.67	\$ 1,107,758.68	\$ 188,406.01	\$ 96,932.60
Ephesians 4 Network		\$ 35,490.78	\$ -	\$ 35,490.78	\$ 44,595.94	\$ 9,105.16	\$ 5,556.08
Golden West Conference		\$ 27,657.29	\$ -	\$ 27,657.29	\$ 37,693.58	\$ 10,036.29	\$ 7,270.56
Grace Bible Ministries		\$ 2,223.50	\$ -	\$ 2,223.50	\$ 4,426.09	\$ 2,202.59	\$ 1,980.24
Great Plains Conference		\$ 45,720.46	\$ -	\$ 45,720.46	\$ 58,985.66	\$ 13,265.20	\$ 8,693.15
Heartland Conference		\$ 251,915.18	\$ 2,414.11	\$ 254,329.29	\$ 319,040.90	\$ 64,711.61	\$ 39,520.09
Korean Conference		\$ 12,801.50	\$ -	\$ 12,801.50	\$ 17,348.65	\$ 4,547.15	\$ 3,267.00
LifePoint Ministries		\$ 129,556.00	\$ 3,285.13	\$ 132,841.13	\$ 178,983.06	\$ 46,141.93	\$ 33,186.33
Mid-Atlantic Conference		\$ 83,366.89	\$ 4,560.00	\$ 87,926.89	\$ 104,744.28	\$ 16,817.39	\$ 8,480.70
Mississippi Conference		\$ 32,758.75	\$ -	\$ 32,758.75	\$ 41,843.53	\$ 9,084.78	\$ 5,808.90
New Horizons Ministries		\$ 210,262.13	\$ -	\$ 210,262.13	\$ 274,500.91	\$ 64,238.78	\$ 43,212.57
North Carolina Conference		\$ 987,407.08	\$ 1,379.00	\$ 988,786.08	\$ 1,215,832.59	\$ 227,046.51	\$ 128,305.80
Northwest Latin-Am Conference		\$ 14,040.91	\$ -	\$ 14,040.91	\$ 29,345.00	\$ 15,304.09	\$ 13,900.00
Pacific Western Network Ministries		\$ 133,313.58	\$ -	\$ 133,313.58	\$ 165,832.27	\$ 32,518.69	\$ 19,187.33
Red de Ministerio Sonshine Conference		\$ 9,979.11	\$ -	\$ 9,979.11	\$ 17,411.62	\$ 7,432.51	\$ 6,434.60
Redemption Ministries		\$ 255,216.46	\$ 2,461.60	\$ 257,678.06	\$ 317,792.04	\$ 60,113.98	\$ 34,592.33
River of Life Ministries - PA Conf		\$ 78,053.90	\$ -	\$ 78,053.90	\$ 93,675.56	\$ 15,621.66	\$ 7,816.27
Rocky Mountain Conference		\$ 7,277.75	\$ -	\$ 7,277.75	\$ 10,534.74	\$ 3,256.99	\$ 2,529.22
SonShine Network Ministries		\$ 43,983.73	\$ -	\$ 43,983.73	\$ 78,092.41	\$ 34,108.68	\$ 29,710.31
South Carolina Conference		\$ 869,899.96	\$ 4,227.49	\$ 874,127.45	\$ 1,063,778.44	\$ 189,650.99	\$ 102,660.99
Spirit Life Ministries (USC)		\$ 222,626.53	\$ -	\$ 222,626.53	\$ 292,442.27	\$ 69,815.74	\$ 47,553.09
Tennessee Valley Conference		\$ 79,167.98	\$ -	\$ 79,167.98	\$ 94,908.09	\$ 15,740.11	\$ 7,823.31
Texas Latin Conference		\$ 107,670.00	\$ -	\$ 107,670.00	\$ 137,346.00	\$ 29,676.00	\$ 18,909.00
West Coast Hispanic Conference		\$ 9,572.10	\$ 394.00	\$ 9,966.10	\$ 16,672.09	\$ 6,705.99	\$ 5,748.78
Grand Total		\$5,492,812.40	\$ 23,759.87	\$ 5,516,572.27	\$ 6,866,358.20	\$ 1,349,785.93	\$ 800,505.58

SUMMARY

The study commission recommendations presented herein are offered with gratitude for the work and service rendered by the leadership of the IPHC, past and present. Our church enjoys a remarkable legacy built by these leaders, and the commission has a profound sense of responsibility to see that the IPHC continues to grow with vitality and effectiveness to reach the lost around the world with the Gospel of Jesus Christ.

This commission believes that the IPHC's existing governance documents (the Constitution and Bylaws, as contained in the IPHC Manual) provide strong overall guidance and structure upon which to build the recommended organizational structure. This report suggests a few changes to the Bylaws. We believe these changes will provide for a more robust and unified organizational structure for the denomination that will allow for greater emphasis to be placed on the care and growth of local IPHC churches.

This recommendation should be considered a work-in-process. The fundamental design and structure of the conceptual model recommended herein serve the goal of unifying the IPHC's top leadership within an organization that intentionally and continually points toward collaborative and shared stewardship between the equally important Governance and Executive Branches.

This conceptual model provides for the clear definition of a chain of command within the organization. Each branch is led by an individual responsible for leading the respective branch in alignment with the shared goals for the entire organization and under the authority and policy of the governing documents of the IPHC. We firmly believe leadership of the Executive Branch by one leader, the General Superintendent and the strong governance

leadership provided by the Council of Bishops is necessary to produce unity of purpose and activity within the organization. This unity will help generate effective management and impactful results for the church at large.

Of course, good leaders are always and absolutely essential to the production of good results. The importance of the careful, studied, and prayerful selection of the General Superintendent, who leads the Executive Branch, and the Chair of the Council of Bishops, who leads the Governance Branch, cannot be overstated.

Finally, the commission expresses gratitude to the General Conference, the Council of Bishops, and the Global Ministry Center for supporting this commission's work.

Respectfully Submitted,

IPHC Study Commission (Alphabetically)

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Pastor Kent Bell
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Pastor Justin Blankenship
Pastor Mark Hammond
Mr. Tim Haynes
Bishop Glenn Lafferty
Pastor Ryan Linkous
Pastor Bill Rose
Mr. Brad Thomas
Bishop Ray Willis

July, 2024

APPENDIX

1. “Principles of Corporate Governance”. Harvard Law School Forum on Corporate Governance. Business Roundtable, September 8, 2016.
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QR CODE LEADS TO DOCUMENTS, VIDEOS, AND RESOURCES THAT EXPLAIN TASK FORCE REPORT



Appendix B

Report of the

**Study Commission on
Laity Leadership**

Approved Resolution of the 29th General Conference:

“For the Executive Committee of the Council of Bishops to establish a study commission on the role of lay leadership in the Local Church and to report at the next General Conference.”

Laity Study Commission Members:

Gary Crouch, Chair (New Horizons), Bishop Mike Ainsworth (Cornerstone), Pastor Anthony Craver (Cornerstone), Allen Powell (Redemption Ministries), David Roberson (North Carolina), Linda Thomas (North Carolina).

At the 2022 General Conference of the International Pentecostal Holiness Church a motion was approved to establish a study commission regarding the role of laity within the church body. The following is a biblical foundation for the workings of the local church incorporating the shared efforts of laity and clergy. The combined efforts are always and foremost in unity and for the purpose of expanding the Kingdom on this present Earth. The combined efforts of evangelizing new souls and discipling for maturity are equally important. The one cannot follow without the results of the other in perpetuity.

It is imperative for the health of the IPHC that all believers serve as active partners in evangelism, discipleship, ministry, governance, and community care — not simply as volunteers filling gaps, or as spectators.

The New Testament model presents the church as a body where every believer has gifts and responsibilities to use those gifts in the church. The Laity serve as the hands and feet of Jesus Christ in every way. If you consider 2024 statistics, they show close to 1,600 churches in the U.S. and almost 75% of those have fewer than 100 attendees. It would be reasonable to estimate the clergy make up less than 3% of the IPHC membership. The local church needs active laity.

In 1 Corinthians 12:12-27 Paul describes the body of Christ as one body with many parts. He ends the 27th verse with “Now you are the body of Christ, and each one of you is a part of it.” Paul is saying that while Christ has made each of us unique, we are each created for a specific purpose and function. While some parts may be more noticeable, the body cannot function without all of us. I, as a member, am not to say the body does not need me, nor am I to say I do not need any one part of the body. The binding agent is the fact that we are all baptized by one Spirit. We each have a responsibility and a purpose for which others rely on us to fulfill. Equally, we need each of the other parts of the body to fulfill their purpose within the body to support our efforts and well being. We are dependent on each other and the Holy Spirit as a unit, and we proceed as the Spirit directs.

In Acts 2:17 Peter explains the falling of the Holy Spirit upon those in the upper room as a fulfillment of prophesy. The prophet Joel stated “In the last days, God says, I will pour out my Spirit on all people. Your sons and daughters will prophesy, your young men will see visions, your old men will dream dreams.” There are no exceptions listed here in scripture. The Spirit uses all who are willing to follow the call and purpose upon their life.

The local church is ground zero for the fulfillment of the Great Commission in Mathew. In Matthew 28:18-20, it states, “Then Jesus came to them and said, all authority in heaven and on earth has been given to me. Therefore, go and make disciples of all nations baptizing them in the name of the Father and the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely, I am with you always, to the very end of the age.” This is a never-ending command as long as there are souls on this Earth.

As 1) we are called to be one body, 2) the Holy Spirit is poured on each of us for ministry, and 3) Jesus has commanded us to go and make disciples of all nations, the effort is too large for a hand full of people to accomplish. Just as the body has many parts, each with their own unique functions, the local church has many who travel in different paths of life. A single pastor, or in a larger church, multiple staff cannot begin to travel all of the paths laymen travel on a daily basis. This influence upon the world, the marketplace and our community is paramount. The laity are the only representatives of the church most people will ever meet. They are the harvest field into which we laity are sent.

Acts 1:21-26 describes the replacement of Judas Iscariot as one of the 12 Apostles. While the 12 were a group of dedicated and faithful men of God, they did not birth a new spiritual reality by themselves. The first chapter of Acts recounts there were about 120 believers at this gathering. Jesus himself gave us the example of sending out teams to share the gospel of the Kingdom. These teams brought back stories of seeing many miracles and the casting out of demons.

As the church in Acts developed, the need for organization was recognized. With the addition of 3,000 souls on the day of Pentecost. As the early church developed, they continued to add to their numbers daily. This was all new, a road never before travelled. Eventually, the needs of a diverse body began to surface and in Acts 6, a solution was agreed upon. Seven men full of the Spirit and wisdom were chosen to serve the Christian community. These were to be the first instance of designating lay leaders.

Later, in 1 Timothy 3 Paul provides instruction as to the qualifications of these leaders in the local church. They were to be men of faith and above reproach, examples to others in their personal, family and ministry dealings. These were “normal” men who were willing to use their gifts for the betterment of the church.

Even in the Old Testament, the work of ministry had to be spread among many. In Exodus 18, Moses is overwhelmed with the task of judging when the Israelites had disagreements between

them. Based on Jethro's advice, Moses wisely sought the assistance of others to expand his reach with a newly formed judiciary as a part of his leadership team.

In Ephesians 4 Paul exhorts the Church to live in unity and maturity. They were to live in "unity of the Spirit through the bond of peace". Later in the chapter Paul brings us back to the equipping of the followers for ministry. Ephesians 4:12 "to equip his people for works of service, so that the body of Christ may be built up until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ."

So, what we see is the development of a body of people, an organization, with one united objective, to spread the gospel and make disciples. The members of the body are each unique, and necessary for the achievement of the objective. In order to stay in unity and peace, a structure of authority is necessary. However, structure never places the importance of one person over the other. We each act in humble service to the attainment of the purpose for which we have been equipped and called. As we strive to fulfill our calling let us remember Proverbs 15:22 "Plans fail for the lack of counsel, but with many advisers they succeed."

This Commission desires that this report serve as a reminder that we all serve the same Christ, are lead by the same Spirit and are the children of the same Father God. The IPHC has one primary objective in the Great Commission.

Let us agree together to value one another as Christ showed us through his sacrifice.

Let us serve together in unity as the Holy Spirit leads and directs.

Let us honor one another for the value God has placed in each of us for service.

Let us give hope to a lost world as God the Father gave His Son for us.