



Constitution, Bylaws and Doctrinal Statement of
Genesis Church
Amended Future 2020

ARTICLE I
NAME AND CORPORATE OFFICES

1. NAME AND AFFILIATION

The name of this organization incorporated as "Grace Fellowship", shall be known as Genesis Church (hereinafter referred to as "the Church") as indicated in the Articles of Incorporation establishing the Corporation. The Church shall be self-governing in all matters.

2. PRINCIPAL OFFICE

The principal office of the Church shall be located at 1405 Seven Valleys Road, York, Pennsylvania 17408. The Church may also have additional or alternate offices as the Governing Body may designate and/or approve.

ARTICLE II
VISION, MISSION, PURPOSE AND CULTURE OF THE CHURCH

2.1. VISION

God's vision for us is to be a Spirit-led community from here to there (Acts 1:8).

2.2. MISSION

God's mission for us is to cast nets and feed sheep (Luke 10:27 and Matthew 28:19-20).

2.3. PURPOSE AND CULTURE

Our Purpose is to intentionally create a culture that maximizes our ability to glorify God as we fulfill our Vision and Mission.

**See also Deuteronomy 6:5, 10:12, Leviticus 19:18, Mark 12:30-31, 16:15-16, Matthew 19:19, 22:37; Romans 13:9; Galatians 5:14; James 2:8*



ARTICLE III STATEMENT OF FAITH

3.1. THE BIBLE

We believe that the Bible (consisting solely of the 66 books of the Old and New Testaments) is the only book given by God, divinely inspired, inerrant, infallible, and that it is entirely trustworthy.

See Deuteronomy 6:1-25; Joshua 1:7-9; Psalm 119:9-16; Matthew 5:18; Mark 12:26, 36; Luke 24:27, 44; Acts 1:16; Romans 15:4; 1 Corinthians 2:13, 10:11; Colossians 3:16; 2 Timothy 3:14-17; 2 Peter 1:19-21; 3:15b-16; Hebrews 4:12-13.

3.2 GOD

We believe in the Trinity; that there is one True God, the Creator and Sustainer of all things, eternally existent in three Persons: Father, Son and Holy Spirit, and that He is unchanging, omnipresent, omnipotent, omniscient, loving and holy.

See Genesis 1:1, 26, 3:22, 11:7; Exodus 3:1-6, 13-15; Deuteronomy 6:4; 1 Chronicles 29:10-12; Psalm 139; Isaiah 6:8; Jeremiah 10:10; Matthew 28:19; Luke 1:34-35; John 1:1,2,14,18, 8:58, 10:30; Acts 5:3-4, 10:38; Romans 3:23-26, 10:9; 1 Corinthians 8:6, 12:4-6, 15:20-25; 2 Corinthians 13:14; Ephesians 2:18-22, 4:4-6; Titus 1:3, 3:4-6; Hebrews 4:13, 13:8; Jude 20,21; Revelation 1:4-6.

GOD THE FATHER

We believe in God the Father, the first Person of the Trinity.

See Matthew 6:9; John 6:27, 10:30; Acts 1:7; Romans 1:7, 8:15; 1 Corinthians 1:3, 8:6; 2 Corinthians 1:2; Galatians 1:1; Ephesians 1:2, 2:18, 5:20; Philippians 1:2; Colossians 1:2; 1 Thessalonians 1:1; 2 Thessalonians 1:2; 1 Timothy 1:2; 2 Timothy 1:2; Titus 1:4; James 1:17; 1 Peter 1:2; 1 John 1:3; Jude 1.

JESUS CHRIST

We believe in the deity of Jesus Christ – that He was and is God, the second Person of the Trinity.

We believe in the humanity of Jesus Christ – that He was born of a virgin, led an absolutely sinless life, performed many miracles, and died as the substitution and atonement for those who accept Him as God and Savior.

We believe that Jesus' death on the cross is God the Father's sole provision for the forgiveness of sin.

We believe that Jesus Christ literally, bodily rose from the dead.

We believe that Jesus Christ now serves as the High Priest for every believer, and that He will personally return in power and glory to judge the living and the dead.



See *Leviticus 17:11; Matthew 1:1-25, 25:31-46; Luke 1:26-2:20, 40; John 1:1-2, 14, 18; 2:20-22, 8:58, 16:30, 21:17; Acts 1:9-11, 2:14-40, 4:12; Romans 3:23-25, 8:34, 10:9-10; 1 Corinthians 1:4-9, 15:12-22; Galatians 4:4-5; Ephesians 1:3-7, 18-23; Philippians 2:5-11; Colossians 1:15-20, 2:6, 13-20; Titus 1:4, 2:10, 13, 3:4-6; Hebrews 1:1-3, 4:14-15, 7:24-26, 9:24-28, 10:10-14, 29-30; 1 Peter 2:24; 2 Peter 1:1, 2:22, 23; 1 John 2:1,2; Revelation 20:11-15, 22:6-21.*

THE HOLY SPIRIT

We believe in the deity of the Holy Spirit – that He was and is God, the third Person of the Trinity.

We believe that the Holy Spirit convicts people of sin, righteousness and judgment.

We believe that the moment a person accepts Jesus Christ as God and Savior, they are regenerated by the Holy Spirit and baptized into the Body of Christ, the Church.

We believe the Holy Spirit gives spiritual gifts to those who have saving faith in Jesus Christ.

We believe that the Holy Spirit fills and empowers the believer to exercise their spiritual gifts and do the work of God in proportion to the believer's personal surrender to Jesus Christ, enabling the believer to live a holy, victorious and fruitful life that greatly glorifies God.

See *Genesis 1:1; Luke 1:35; John 3:6, 14:16-17, 16:8-15; Acts 1:8, 5:3-11; Romans 6:3-4, 8:9, 12:1-8; 1 Corinthians 6:19, 12:1-27; 2 Corinthians 3:4-6, 3:17-18; Galatians 5:16-26; Ephesians 1:13,14, 4:4-6, 30, 2:22, 5:18; Colossians 2:12-14; Titus 3:3-8; Hebrews 9:14; 1 John 2:20.*

3.3 HUMANITY, FORGIVENESS AND SALVATION

We believe that life begins at conception, and that all people are created in the image of God. As a result of the Fall of humanity, through the first person, Adam, all people are individually sinners needing forgiveness, salvation from sin and restoration to God through personal faith in Jesus Christ as Savior.

We believe salvation is the gift of God brought to individuals by the undeserved favor (grace) of God and is received only upon personal faith in the Lord Jesus Christ, whose blood was shed on the cross for the forgiveness and cleansing of our sin.

We believe that those who do not place their faith in Jesus Christ are spiritually dead, separated from God because of their sin and incapable of serving, worshipping or glorifying Him. They therefore miss the grace and peace of God in this present life and will spend eternity separated from Him.

We believe that all people who are truly regenerated through saving faith in Jesus Christ are those who comprise the Body of Christ, the Church, and should live in a manner that glorifies God through a surrendered life of worship to God, an evidence of salvation.



We believe that once a person gives their life to Jesus Christ as Savior, they are spiritually born again, eternally forgiven and eternally secure in their salvation and relationship with God.

See Genesis 1:1, 26-27; Psalm 14:1-3, Psalm 139:16; Isaiah 64:6; Jeremiah 1:5, 17:9; Matthew 26:26-28; John 1:3, 12-13, 3:3-7, 13, 16, 5:24, 6:28-40, 10:28; Acts 2:14-40, 4:12, 13:38-39, 17:2-3, 18:28, 26:22-23, 28:23; Romans 1:16-17, 3:10-26, 4:5, 5:1, 6-9, 12-21, 6:1-2, 23, 8:1, 29, 6-7, 10:4, 9-10, 13, 11:5-6; 1 Corinthians 6:19, 12:13; 2 Corinthians 5:21; Galatians 3:11,13, 22, 26-29; Ephesians 1:3, 7,13,14, 2:1-10, 3:2-6; Colossians 1:16-17, 21-23, 2:10, 3:18-22; Titus 3:4-8; Hebrews 4:13, 7:25, 9:27, 10:10; 1 Peter 1:18,19, 23; 1 John 2:1-2, 3:8, 4:17, 5:10-13; Jude 24; Revelation 20:11-15, 22:6-21.

3.4 ANGELS, SATAN AND DEMONS

We believe that good angels are ministering spirits, created and sent by God to advance His Kingdom and help Christians.

We believe Satan (the devil) is a real, created being who fell away from God and is destined for eternal punishment in the lake of fire. He is neither omniscient, omnipotent or omnipresent.

We believe the Bible presents Satan as an archenemy of God and Christians, and refers to him as a "serpent," "dragon," "murderer," "liar," "tempter," "adversary" and "the accuser" of believers.

We believe demons are wicked spirits, fallen angels who followed Satan in his rebellion against God. Like Satan, they are also destined for the judgment of eternal punishment in the lake of fire.

See Genesis 3:1-19; Isaiah 14:12-17; Ezekiel 28:11-19; Matthew 4:1-11, 12:22-28, 25:41; Luke 10:17-20, 22:31; John 8:43,44, 10:10; Acts 5:3-9, 12:1-11; 2 Corinthians 4:4; Ephesians 2:1-2, 6:10-16; 1 Thessalonians 3:5; 1 Timothy 3:6; 2 Timothy 2:25-26; Hebrews 1:13,14, 13:2; James 4:7; 1 Peter 5:8-9; 2 Peter 2:4; Jude 6; Revelation 12:10-11, 20:1-3, 7-10.

3.5 THE RETURN OF JESUS CHRIST, RESURRECTIONS, JUDGMENTS AND A NEW HEAVEN AND EARTH

We believe in the literal, bodily, premillennial return of Jesus Christ.

We believe in the bodily resurrection of those who have died in Christ prior to His return.

We believe in the "Rapture" of the Church, "The Tribulation," and the "Millennial Reign" of Christ on the earth.

We believe that every Christian will experience a judgment of rewards and will enjoy the eternal presence of God in the new heaven and earth.

We believe that unbelievers will experience the "second death," a judgment of eternal separation from God in the lake of fire, the final destination of Satan and



his demons.

See Matthew 24:1-25:46; Luke 21:5-36; John 14:1-3; Acts 1:9-11; Romans 14:9-12; 1 Corinthians 3:11-15, 15:22-28, 50-58; 2 Corinthians 5:9-10; 1 Thessalonians 4:13-18; 2 Thessalonians 2:6-12; 2 Peter 2:4-22, 3:3-7; Hebrews 9:27; Revelation 20:11-15, 21:1-22:5.

3.6 LOVE, HUMILITY, UNITY AND HOW THEY LEAD TO GOD'S GLORY

We believe that the glory of God is the goal for which every believer, and every body of believers should be aiming.

We believe love is the foundation for humility, biblical unity, and for living a life that greatly glorifies God and attracts and unleashes His blessing.

We believe true, biblical unity among believers is not merely important but imperative in both maximizing God's glory and effectively evangelizing, and that it must be guarded and encouraged.

See Psalm 133; Proverbs 3:33-34; John 17:11, 23; Acts 2:42-47, 4:32-37; Romans 12:5, 14:19; 1 Corinthians 12:12-13; Ephesians 4:1-6, 17-32; James 4:6-10; 1 Peter 5:5-6.

3.7 PURITY, SEXUALITY, AND MARRIAGE

We believe in the biblical definition of marriage as between one man (husband) and one woman (wife) to be the only acceptable definition of marriage. God has designed sexuality to be expressed only within such a marriage.

While we believe this defines the biblical standard of marriage and sexual expression, we also affirm that we are called to minister to, care for, and come alongside of all who fall short of God's standards with love and compassion.

See Genesis 2:24; Matthew 19:4-6; Romans 1:26-27; 1 Corinthians 6:9-11.

3.8 CHRISTIAN GROWTH, ACTION AND REPLICATION

We believe a godly lifestyle of deepening surrender and loving obedience to God produces the fruit of the Holy Spirit.

We believe genuine salvation produces a growing commitment to advancing God's Kingdom and glory by prioritizing the Great Commission and making disciples around the world, while eagerly awaiting Christ's return.

See Matthew 28:18-20; Luke 24:45-49; John 17:17; Romans 6:11-13, 8:2, 4, 12-13, 12:1,2; 1 Corinthians 6:12-20; 2 Corinthians 3:18, 20-21, 7:1; Galatians 5:16-26; Ephesians 4:20-32; Colossians 1:28, 29, 2:6-10; 1 Thessalonians 5:23; Hebrews 10:10, 14, 19-24, 12:10; Philemon 6; 1 Peter 1:14-19; 1 John 1:4-10, 3:5-10, 4:7-11.



3.9 COMMUNION

We believe that communion was instituted by the Lord Jesus Christ for all believers to remember His sacrificial death, burial, resurrection, and coming return.

See Matthew 26:26-29; Luke 22:14-20; 1 Corinthians 11:23-28

3.10 WATER BAPTISM

We believe that water baptism by immersion of the believer provides a first step of obedience to Jesus Christ and a clear identification with His death, burial and resurrection. Accordingly, we do not practice or endorse infant baptism.

See; Matthew 28:19-20; Acts 8:26-39; Romans 6:4.

ARTICLE IV GOVERNING DOCUMENTS

4.1 THE BIBLE

It is imperative that we submit to God by submitting to the Bible, His written Word. Accordingly, the Bible is the first, last and primary source to be consulted and followed. Accordingly, the Bible shall take precedence over the Church Bylaws and all other governing documents, policies, procedures, rulings and decisions of the Church and her Representatives.

The Bible shall be the basis upon which all policies, procedures, rulings and decisions are made. It shall be the primary handbook for the Church's paradigm, governance and leadership so that she and her Representatives develop and protect the Church's Vision, Mission, Doctrine, Values and Culture, ensuring that the people and all Church ministries glorify God and are characterized by His presence, power and blessing.

It is imperative that Representatives remember that the Church is an organism created by God to spread the Gospel and His Kingdom in His power and by His means. Accordingly, Representatives must ensure that the Church is structured, led and governed in accordance with the Bible.

Great care shall be taken by Representatives to ensure that the Church's policies, procedures, rulings and decisions are biblical.

It is imperative that Representatives exercise complete dependence upon God so decisions and practices facilitate effective, productive ministry, and the movement of God is preserved and prioritized above all else.

4.2 CHURCH BYLAWS



The Church Bylaws may be amended or revised at any time upon the recommendation of a quorum of three-fourths of the Elders and the required vote of affirmation by Church Partners as set forth in these Bylaws.

4.3 SUPPLEMENTAL CHURCH POLICIES OR PROCEDURES

Apart from the Bible and Church Bylaws, additional policies and procedures that are officially approved by the Elders (as detailed in these Bylaws) may be created and implemented providing that they meet all three (3) of the following criteria:

- a. Such policies or procedures do not contradict a clear teaching or principle of the Bible or the Church Bylaws;
- b. Such policies or procedures are legally required by local or state or federal law and do not violate a clear teaching or principles of the Bible;
- c. Such policies or procedures genuinely protect the Church, Partners and Representatives and/or assets from legal action.

ARTICLE V

THE CONGREGATION, MEMBERSHIP, VOTING, AND ASSETS OF THE CHURCH

5.1 CONGREGATION

The word "Congregation" refers to all people who attend Genesis Church events or who receive her services in any capacity.

5.2 MEMBERSHIP

The word "member" (hereinafter "Partner") refers to a person within the Congregation who has successfully completed our partnership process and has become a Partner of the Church. Individuals shall be so designated by a process and terms determined by the Governing Body. Partners shall be subject to benefits, privileges, responsibilities and biblical accountability as specified by the Governing Body. Partners who are 18 years and older have voting privileges, while those who are under 18 years of age do not. Those who are under 18 years of age will receive voting privileges upon their 18th birthday. Partners have a right to express their concerns directly to the Governing Body or designated Representative of that body.

5.3 VOTING

Only Partners shall be eligible to vote on Church matters, as specified in these Bylaws.

- 5.3.1 Voting Matters and Approval – A two-thirds written majority vote of Partners present during the time of such vote shall be required to approve the following matters:



- Any building addition, expansion or renovation project involving Church assets that exceed \$100,000 in projected cost;
- Approval of the annual Church budget, as presented by the Governing Body, and
- A change or amendment to the Church Bylaws.

5.3.2 Advance Meeting Notice Prior to Voting – For the voting matters described in Section 6.3.1., notice must be provided to Church Partners at least fourteen (14) days prior to taking a vote.

5.4 ASSETS OF THE CHURCH

Assets – Assets of the Church include any real property, personal property, or a combination thereof, including those which are gifted, stewarded, or under the ownership of the Church.

ARTICLE VI GOVERNMENT AND MEETINGS

6.1 GOVERNING BODY

Genesis Church shall be a Pastor led Church, overseen by a Board of Elders (hereinafter called “Governing Body” or “Elders”). Qualified Pastors and Partners who have been affirmed as Elders shall together comprise the Governing Body. The Governing Body shall shepherd, lead and oversee the Congregation and the management of the Church’s assets as detailed in the Bible, outlined in these Bylaws and provided for by other Policies and Procedures that the Governing Body may officially adopt or so authorize. The Governing Body governs, it does not administrate Church affairs and manage Church staff.

6.1.1. Composition and Number – The Governing Body shall be comprised of two types of Elders, “Staff Elders” and “Non-Staff Elders”. The total number of Elders, both Staff and Non-Staff combined, shall never be less than nine (9) and never more than twelve (12). The number of Staff Elders shall never exceed one-third (1/3) the total number of Elders on the Governing Body.

a. Staff Elders – Staff Elders shall live exemplary lives, being “above reproach,” meeting the biblical qualifications of Elder found in 1 Timothy 3:1-7 and Titus 1:5-9 and shall be affirmed and appointed to the office of Elder through the means described in these Bylaws.

(1) Term of Service – A Staff Elder, with the exception of the Lead Pastor, shall serve for a term of three (3) years on the Governing Body as an Elder with full voting rights and responsibilities, providing he has been a Church Partner for at least two (2) years, has received a recommendation to join the Governing Body from the Lead Pastor with approval by the Elders, and has been affirmed by a three-fourths majority vote by Church Partners (see (2)



Congregational Affirmation). The Governing Body recommends but does not require that Staff Elder candidates are at least thirty (30) years of age. A Staff Elder whose term has expired may return to service as a Staff Elder after an absence of service as a Staff-Elder of one year or more, or immediately without an absence, upon invitation by the Lead Pastor, pending approval of the Governing Body and Congregational affirmation.

- (2) Congregational Affirmation – Names and brief biographical information for Staff Elder candidates shall be presented by the Governing Body to the Congregation on three (3) consecutive Sundays, as a “time of testing.” During such time, members of the Congregation shall have opportunity to share with the Governing Body any concerns, facts or reasons why they believe a candidate should not be installed as a Staff Elder.

If the Governing Body determines there is credible input from the Congregation to disqualify a candidate, they may choose to not have the candidate serve on the Governing Body. If the Governing Body determines that no credible reason exists to reject a candidate for service, the candidate must be affirmed by a three-fourths majority vote of Church Partners present at a Congregational meeting called for the purpose of electing the Elders. Should the candidate receive less than a three-fourths majority vote of the Partners present, the matter of nomination, recommendation and election shall be returned to the Governing Body.

- (3) Leadership Responsibilities – Their specific area(s) of ministry leadership shall be determined by the Lead Pastor. Their responsibilities shall be as follows:
- i. Supporting and assisting the Lead Pastor. They shall support and assist him in the administration of their area(s) of ministry in accordance with Hebrews 13:17, so that their combined labors are a joy and not a burden;
 - ii. Assisting the Lead Pastor in the development and implementation of Church policy and daily operating procedures;
 - iii. Living exemplary lifestyles for people in the Church to follow in every regard. They should “set the example in speech, conduct, love, faith and purity” (1 Timothy 4:12), and be filled with the Holy Spirit and the fruit that follows. They shall help lead in worship by praying, reading Scripture, facilitating calls to worship and directing the observance of the ordinances of baptism, the Lord’s Supper, and the laying on of hands, as assigned by the Lead Pastor;
 - iv. Modeling Ephesians 4:3 by being “eager to maintain the unity of the Spirit in the bond of peace.” They shall be catalysts for the exemplary kind of unity that is essential for God’s glory and blessing, as taught in Psalm 133 and John 17:11,21, and 23.



- v. Teaching the Word of God as assigned by the Lead Pastor, or, as assigned by the Governing Body in the event the Church is either without a Lead Pastor or the Lead Pastor is incapacitated or otherwise unable to perform his Pastoral duties, and;
- vi. Assisting the Lead Pastor in shepherding, leading and discipling the Congregation.

(4) Suspension, Administrative Leave, Discipline and/or Dismissal of Staff Elders – A quorum of the Governing Body must preside at any meeting involving the potential suspension, discipline or dismissal of a Staff Elder (For Staff Elders who are pastors see p. 22 - 8.2.3.).

- i. Suspension, Discipline or Dismissal – A Church rises or falls on her leaders. Psalm 133, John 17, Ephesians 4:3, and many other passages in the Bible make it clear that God's leaders must be godly. The Governing Body shall carefully ensure their ability to function in a healthy manner and shall take actions to prevent themselves from becoming dysfunctional, ineffective or disgracing the Lord Jesus.

A Staff Elder may be suspended from service, disciplined or dismissed by the Governing Body, at any time, for the following reasons, upon a majority vote of the Governing Body (all members of the Governing Body must be present for the vote):

- i. Failure to meet the requirements of an Elder as found in 1 Timothy 3:1-7 and Titus 1:5.
 - ii. The inability to support the vision, mission, purpose, and culture of the Church.
 - iii. Possessing a ministry paradigm or philosophy of ministry that is contrary to the Word of God.
 - iv. The inability or refusal to invest the time and focus required of a Staff Elder to be effectively engaged in the affairs of the Governing Body or in the oversight or ministries of the Church.
- b. Non-Staff Elders – These are men who are not employed by the Church vocationally but who volunteer their gifts and talents to oversee the people, ministries and resources of the Church.

Non-Staff Elders shall live exemplary lives, being “above reproach,” meeting the biblical qualifications of an “elder,” found in 1 Timothy 3:1-7 and Titus 1:5-9 and shall be affirmed and appointed to the office of Elder through the means described in these Bylaws.

(1) Term of Service – A Non-Staff Elder shall serve for a term of three (3) years on the Governing Body as an Elder with full voting rights and



responsibilities, providing he has been a Church Partner for at least two (2) years, has been recommended to the congregation by the Governing Body, and has been affirmed by a three-fourths majority vote by Church Partners (see (2) Congregational Affirmation). The Governing Body recommends but does not require that Non-Staff Elder candidates are at least thirty (30) years of age. A Non-Staff Elder whose term has expired may choose to return for a fourth year per a recommendation from the Governing Body. A Non-Staff Elder may return to service after an absence of service as a Non-Staff Elder of one year or more, pending approval of the Governing Body and Congregational affirmation.

Each year, replacement Non-Staff Elders shall be screened, affirmed and appointed to replace Non-Staff Elders whose terms expire. A Non-Staff Elder may be relieved of service on the Governing Body, upon a vote of the Governing Body.

- (2) Congregational Affirmation – Names and brief biographical information for Non-Staff Elder candidates shall be presented by the Governing Body to the Congregation on three (3) consecutive Sundays, as a “time of testing.” During such time, members of the Congregation shall have opportunity to share with the Governing Body any concerns, facts or reasons why they believe a candidate should not be installed as a Non-Staff Elder.

If the Governing Body determines there is credible input from the Congregation to disqualify a candidate, they may choose to not have the candidate serve on the Governing Body. If the Governing Body determines that no credible reason exists to reject a candidate for service, the candidate must be affirmed by a three-fourths majority vote of Church Partners present at a Congregational meeting called for the purpose of electing the Elders. Should the candidate receive less than a three-fourths majority vote of the Partners present, the matter of nomination, recommendation and election shall be returned to the Governing Body.

- (3) Unexpired Terms – A Non-Staff Elder who receives the recommendation of a member of the Governing Body is screened and affirmed by the Governing Body and is affirmed to the office of Non-Staff Elder, shall fill the unexpired term of a Non-Staff Elder. Filling an unexpired term does not disqualify a Non-Staff Elder for re-appointment.

- (4) Responsibilities – Non-Staff Elders shall be responsible for the following:

- i. Supporting and assisting the Lead Pastor. They shall support and assist him in the administration of their area(s) of ministry in accordance with Hebrews 13:17, so that their labors are a joy and not a burden;
- ii. Ensuring the welfare of the Staff and Pastors by developing, implementing and maintaining a comprehensive plan for their



care, encouragement, general welfare, family health and stability;

- iii.. Living exemplary lifestyles for people in the Church to follow in every regard. They should “set the example in speech, conduct, love, faith and purity” (1 Timothy 4:12), being filled with the Holy Spirit and the fruit that follows. They shall help lead in worship by praying, reading Scripture, facilitating calls to worship and directing the observance of the ordinances of baptism, the Lord’s Supper and the laying on of hands, as assigned by the Lead Pastor;
 - iv. Modeling Ephesians 4:3 by being “eager to maintain the unity of the Spirit in the bond of peace.” They shall be catalysts for the exemplary kind of unity that is essential for God’s glory and blessing, as taught in Psalm 133 and John 17:11, 21, and 23;
 - v. Teaching the Word of God as assigned by the Lead Pastor, or, as assigned by the Governing Body in the event the Church is either without a Lead Pastor or the Lead Pastor is incapacitated or otherwise unable to perform his Pastoral duties;
 - vi. Assisting the Lead Pastor and Pastors in shepherding, leading and discipling the Congregation, and;
 - vii. Assisting in the development and implementation of Church policy, under the leadership and oversight of the Lead Pastor.
- (5) Suspension, Discipline and Dismissal of a Non-Staff Elder – A quorum of the Governing Body must preside at any meeting involving the potential suspension, discipline or dismissal of a Non-Staff Elder.
- i. Suspension, Discipline or Dismissal – A Church rises or falls on her leaders. Psalm 133, John 17, Ephesians 4:3, and many other passages in the Bible make it clear that God’s leaders must be godly. The Governing Body shall carefully ensure their ability to function in a healthy manner and shall take actions to prevent themselves from becoming dysfunctional, ineffective or disgracing the Lord Jesus.

A Non-Staff Elder may be suspended from service, disciplined or dismissed by the Governing Body, at any time, for the following reasons, upon a majority vote of the Governing Body (all members of the Governing Body must be present for the vote):

- i. Failure to meet the requirements of an Elder as found in 1 Timothy 3:1-7 and Titus 1:5.
- ii. The inability to support the vision, mission, purpose, and culture of the Church.



- iii. Possessing a ministry paradigm or philosophy of ministry that is contrary to the Word of God.
 - iv. The inability or refusal to invest the time and focus required of a Non-Staff Elder to be effectively engaged in the affairs of the Governing Body or in the oversight or ministries of the Church.
 - ii. Suspension of Voting – If a Non-Staff Elder is suspended, disciplined, pending dismissal, or under investigation for suspension, discipline or dismissal, he shall relinquish voting rights as an Elder and within the Church and shall not serve in any ministry of the Church, until such privileges and rights are officially restored by a vote of the Governing Body.
- 6.1.2. Elder Meetings – The Governing Body shall meet at least once a month, as they shall designate, satisfying the following purposes and details:
- a. Leadership – The Governing Body meeting(s) shall be facilitated by the Vice-Chairman under the leadership and oversight of the Chairman. In the event that the Vice-Chairman is not available to lead the Chairman shall lead.
 - b. Agenda – The Vice-Chairman shall provide a meeting agenda to each member of the Governing Body at least three (3) days prior to the meeting.
 - (1) The agenda for each monthly meeting shall include the following items:
 - i. The presentation, amendment and/or approval of the previous meeting minutes of the Governing Body;
 - ii. A report from the Deacons;
 - iii. A report on the Church finances from the Finance Committee/Team (or other entity as determined by the Governing Body);
 - iv. A ministry update from the Lead Pastor;
 - v. Other items as determined by the Lead Pastor, Vice-Chairman, or the Governing Body; and
 - vi. A “Miscellaneous and New Items” portion of the meeting appropriated for items not detailed in the meeting agenda.
 - (2) Monthly Meeting Agenda Items – Members of the Governing Body shall contact the Vice-Chairman in advance of any meeting with requests to add items to a meeting agenda. All such requests must be made at least one (1) day prior to the meeting.
 - c. Outside Participation in Elder Meetings – Upon invitation of the Governing Body, a Non-Elder may address them in a meeting on a



specific issue.

- d. Supplemental Governing Body Meetings – Additional Governing Body meetings may be called for by the Chairman and facilitated by the Vice-Chairman when necessary or expedient. The Governing Body may also call for a special meeting providing that all members are given at least a two (2) day advance notice, barring a genuine emergency where such advance notice would be impossible to provide. In the event of the disability, inability to serve, or removal of the Chairman, the Vice-Chairman of the Governing Body may call a special meeting of the Governing Body if deemed necessary or expedient.

Members of the Governing Body shall contact the Vice-Chairman in advance of any supplemental meetings with requests to add items to a meeting agenda, explaining the reason for and timeliness of the request. All such requests shall be made within one (1) day of the meeting and shall be honored by the Vice-Chairman. In the event an Elder believes that his request has been inappropriately denied by the Vice-Chairman, he may resubmit his request to the Governing Body in writing, for their decision.

- e. Action of the Governing Body Without Meeting – Any action of the Governing Body may be taken without a meeting, upon a vote of approval by the Governing Body. Action taken in this manner shall be recorded in the official minutes of the next meeting of the Governing Body.

6.1.3 Official Elder Decisions

- a. Quorum
 - i. Unless otherwise specifically stated in these Bylaws, a quorum of the Governing Body shall be necessary to officially validate any decision of the Governing Body and shall consist of two-thirds of all members of the Governing Body.
 - ii. Only decisions that are approved by a quorum of the Governing Body shall be valid and binding.
- b. Unity, Submission and Support – Individual positions of Governing Body members may at times differ from the official position of the Governing Body. In such instances, Governing Body members shall not misrepresent, confuse, act upon or promote individual views that are contrary to those of the Governing Body. Individual Elders shall respect, submit to and support official decisions of the Governing Body, demonstrating humility and mutual submission that is essential for effective leadership Church-wide.
- c. Apart from the Lead Pastor and Pastors functioning in their expected area(s) of ministry, management, leadership and responsibilities, individual Governing Body members do not have authority to promote, make decisions or act on behalf of the Governing Body or



the Church or her employees or ministries, unless specifically empowered by the Governing Body to do so.

- d. Conflicts of Interest, Views and Voting of Staff Elders – Staff Elders may not vote on matters pertaining to their own salary and compensation packages, their own suspension, placement on administrative leave, discipline or removal, as shall be determined by a quorum of Non-Staff Elders serving on the Governing Body. Apart from the Lead Pastor, Pastors shall neither be present nor participate in Governing Body meetings or communication regarding salary and compensation packages for themselves or fellow Pastors.
- e. Elder Voting by Proxy – Staff Elders or Non-Staff Elders may vote by proxy executed in writing and filed with the Chairman before the meeting is called to order. However, such proxy shall not be counted toward the majority attendance required for a quorum. No proxy shall be valid beyond the meeting for which it was filed.
- f. No proxy shall be valid after three (3) months from the date of its execution. Each proxy shall be revocable unless expressly provided therein to be irrevocable or unless made irrevocable by law.
- g. Executive Session
 - i. The Governing Body may hold an “Executive Session Meeting,” or may enter into and exit out of “Executive Session” for any portion of a meeting, upon the approval of the Governing Body, in instances where the following topics are addressed:
 - The salaries, compensation packages, housing allowances and/or benefits of Staff Elders and other Church employees;
 - Matters where it may be in the best interest to protect the identity of an individual or individuals;
 - Matters pertaining to Church discipline, or the potential for the same, where specific individuals and scenarios are discussed, as a means of protecting individuals involved, or
 - Matters of Church employee performance.

The Governing Body shall not misuse the purpose of entering into Executive Session.

- ii. Storage of Executive Session Meeting Minutes – Due to the sensitive nature of Executive Sessions, meeting minutes are not to be retained. Only approved motions that arise from Executive Session meetings shall be retained for reference and execution.
- iii. Records of Elder Meetings – The Governing Body shall keep and retain meeting records and associated documents as follows:
 - Written records, resolutions and minutes of the proceedings of



the Governing Body shall be maintained at all times and shall be kept in the office of the Church.

- The Secretary of the Governing Body shall be responsible for the preparation, maintenance and retrieval of the written records, resolutions, minutes and exhibits of Governing Body meetings and actions.
- It shall be the responsibility of the Church Administrator (or a representative designated by the Governing Body) to ensure Governing Body records provided by the Secretary are maintained and stored on-site so that they may be protected and retrieved easily, upon request by any member of the Governing Body. in both paper and electronic format, to ensure their security, organization and easy retrieval. It shall be the responsibility of the Church Administrator to ensure that all records are maintained and stored in accordance with the directives of the Governing Body.
- A Church Partner may make a request in writing to the Governing Body to review Governing Body meeting records at any time. Such records may be inspected, in the presence of the Secretary of the Governing Body, or by a Governing Body member authorized by the Governing Body, at such a reasonable time as determined by the Secretary or the Governing Body.
- Additionally, records will not be made available if it is determined by the Governing Body that revealing such information might be detrimental to an individual or a pending matter of the Governing Body.

6.2 DEACONS

6.2.1. The Deacons of the Church shall serve Jesus Christ and the Congregation, under the oversight of the Governing Body. No individual Deacon has the authority to act apart from being officially commissioned by the Deacons or by the Church Governing Body.

6.2.2. Deacon Qualifications and Accountability –

- a. Deacons shall live exemplary lives, being “above reproach,” meeting all of the biblical qualifications of Deacons found in 1 Timothy 3:8-13 (cf. 1 Timothy 3:1-7). Each shall be affirmed and appointed to the office of Deacon through the means described in these Bylaws.
- b. The Deacons shall submit to the Governing Body, with the following stipulations:



- (1) Number – The number of Deacons who are biblically qualified and have completed the affirmation and appointment process herein described, shall be no less than five (5).
- (2) Term of Service – Each Deacon shall serve for a term of three (3) years, providing he has been a Church Partner for at least one (1) year, has been recommended to the congregation by the Governing Body, and has been affirmed by a three-fourths majority vote by Church Partners (see (3) Congregational Affirmation). The Governing Body recommends but does not require that Deacon candidates are at least twenty-five (25) years of age. A Deacon whose term has expired may choose to return for a fourth year per a recommendation from the Chairman of the Deacons with approval from the Governing Body. A Deacon may return to service after an absence of service as a Deacon of one year or more, pending approval of the Governing Body and Congregational Affirmation.
- (3) Congregational Affirmation – The process of Congregational Affirmation for Deacons shall be the same as that for Non-Staff Elders, as detailed within these Bylaws (see p.11 - 6.1.1.b.(2).).
- (4) Quorum – A quorum of the Deacons shall consist of two-thirds and shall be necessary to officially validate any decision of the Deacons.
- (5) Officers – The Deacons shall annually choose from among themselves a Chairman, Vice-Chairman and Secretary, each serving upon approval of the Governing Body.

The Chairman is to be the leader of the Deacons and shall preside over all Deacon meetings. The Vice-Chairman shall preside over Deacon meetings and assume the duties of the Chairman in his absence.

The Secretary shall keep official meeting minutes and maintain, store and retrieve them. Such minutes shall be kept with other official minutes of Church meetings, as designated by Governing Body.

- (6) Unexpired Terms – Unexpired terms of Deacons shall be filled upon the recommendation of the Deacons, with approval of the Governing Body. Filling an unexpired term does not disqualify a Deacon for reappointment.

6.2.3. Responsibilities – Deacons shall be responsible for the following:

- Individually living surrendered lives of worship and reverence to God;
- Overseeing, managing, maintaining and caring for the property, building and material assets of the Church (excluding cash and finances, which are administered by the Governing Body), under the direction of the Church Facilities Manager;



- Assisting the Pastors in caring for the Congregation and others through acts of benevolence, mercy and compassion;
- Collectively helping the Lead Pastor and Governing Body foster and implement a Pastoral leadership paradigm and a culture of humility Church-wide; and
- The affirmation and appointment of Deacons, with approval of the Governing Body.

6.2.4 Suspension, Discipline and Dismissal of a Deacon for Misconduct – The gravity, process and conditions for suspending, disciplining or removing a Deacon shall be the same as those for suspending, disciplining or removing a Non-Staff Elder (see pp. 12-13 - 6.1.1.b.(5)).

6.3 CHURCH MEETINGS

6.3.1 Annual Meeting(s) – There shall be at least one annual meeting of the Church to which the Church Partners and the Congregation are invited. The required annual meeting shall take place between October 1 and December 31. Additional Church Meetings shall be determined by the Governing Body as they deem beneficial or necessary.

The Lead Pastor shall preside at all such Church meetings. In the event that the Church is without a Lead Pastor, or if the Lead Pastor is incapacitated or otherwise unable to fulfill his responsibilities, the meetings shall be called for and led by the Vice-Chairman of the Governing Body or by a pastor, staff elder, or non-staff elder whom the Vice-Chairman requests, and the Governing Body approves, to lead the meeting.

6.3.1.1. The purpose of the annual meeting shall be for the following:

- a. The Lead Pastor's report, ministry update and perspectives;
- b. A written or oral report by each of the Staff Pastors;
- c. An annual report of the actions of the Governing Body;
- d. A review of the Church's growth and finances in the most recent calendar year, and
- e. A presentation of the upcoming fiscal year budget as approved by the Governing Body.

6.3.2. Special Partner Meetings - If the Governing Body calls for a special Partner meeting, the Governing Body shall ensure the announcement of the meeting, and its purpose, be made fourteen (14) days prior to the meeting.

6.3.3. Emergency Partner Meetings – In the event of a genuine emergency, as determined by the Lead Pastor or the Governing Body, an Emergency Partner Meeting may be called and conducted. In such instances, every effort shall be made by the Lead Pastor and the Governing Body to



ensure as much advance notice is given to Partners as practical and possible, given the nature of the emergency.

ARTICLE VII CHURCH OFFICERS

7.1 OFFICERS

7.1.1. President, CEO, and Chairman of Board/Governing Body

7.1.1.1 The Lead Pastor shall be recognized as the chief leader of the Church, humanly speaking. He shall ensure that the Bible is followed, that the Church Bylaws are upheld, and that policies and procedures established by the Governing Body are honored and implemented. He shall also serve as the President and CEO of the corporation for legal and financial purposes.

7.1.1.2. The Lead Pastor has the opportunity to be an ex-officio member of all other boards, councils and committees of the Church.

7.1.1.3. The Lead Pastor shall be the chief administrator of the Church, responsible for leadership, oversight, coordination, administration and operation of all programs and personnel of the Church through various leaders of the Church. As such, he has the authority to lead and manage all Church employees. He also has the authority to screen, hire, discipline, and dismiss non-pastoral staff in conjunction with the Church Administrator/Human Resources Manager. Hiring and dismissal of the pastoral staff must be approved by the Governing Body (see p. 21- 8.2.1-3.).

7.1.2. Vice-Chairman

7.1.2.1 The Governing Body shall annually choose from among themselves a Vice-Chairman.

7.1.2.2. The Vice-Chairman shall assume the responsibilities of the Chairman if the chairman is not present. The Chairman and the Vice-Chairman shall ensure that the Bylaws of the Church, along with the Church's vision, mission, purpose, and culture is honored.

7.1.2.3. Responsibilities: The Vice-Chairman, in conjunction with the Lead Pastor, shall be responsible for the following:

- a. Setting the agenda for all elder meetings;
- b. Overseeing communication among the elders;
- c. Facilitating the elder meetings; and
- d. Fulfilling any other duties as assigned and approved by the Governing Body.



7.1.3. Secretary

7.1.3.1 The Governing Body shall annually choose from among themselves a Secretary.

7.1.3.2. The Secretary shall take meeting minutes for all official Governing Body meetings, and ensure that such minutes are properly recorded, approved and maintained by the Church for easy retrieval, dissemination and documentation. The Secretary shall also distribute to the Governing Body proposed meeting minutes that are to be approved by the Governing Body in a manner and timeframe determined by them.

7.1.3.3. The Secretary of the Governing Body shall ensure that meeting agendas, minutes and associated documentation are forwarded to all Governing Body members in a manner satisfactory to both the Lead Pastor and the Governing Body, and that all such documentation is forwarded to the Church Administrator for proper storage and reference.

7.1.4. Treasurer

7.1.4.1 The Governing Body shall annually choose a Treasurer who shall either be a member of the Governing Body or be accountable to the same. The Treasurer shall keep accurate financial records in keeping with federal and state laws, and ensure that the Church financial records are maintained, stored and retrieved at the pleasure of the Governing Body.

ARTICLE VIII PASTORAL STAFF

8.1 LEAD PASTOR

8.1.1. Screening and Nomination – The Governing Body shall be responsible for screening candidates for the office of the Lead Pastor. If the Governing Body assembles a "Search Committee" to do preliminary work toward this end, a Non-Staff Elder shall be selected from among their ranks to Chair the committee. Any candidate for Lead Pastor shall be nominated by a three-fourths majority of the Governing Body. Upon receiving such nomination, the candidate shall be recommended to Church Partners at a meeting of the Congregation called for such purpose.

8.1.2. Election and Calling – After being nominated and recommended by the Governing Body, the Lead Pastor candidate must be affirmed by a three-fourths majority vote of Church Partners present at a Congregational meeting called for the purpose of electing the Lead Pastor. This meeting shall be announced by a written notice (electronic means acceptable) to all Church Partners no less than fourteen (14) days prior to said meeting. Should the candidate receive less than a three-fourths majority vote of the



Partners present, the matter of nomination, recommendation and election shall be returned to the Governing Body.

- 8.1.3. Performance and Compensation Review – The Governing Body shall annually appoint from within themselves a three-member Pastoral Relations Committee comprised of non-staff elders for the purpose of regularly scheduled meetings with the Lead Pastor. Regular meetings with appropriate feedback between the Lead Pastor and leadership is necessary to prevent major crises and helps in the building of trust which is crucial to the ministry of the Church. The Pastoral Relations Committee shall meet with the Lead Pastor throughout the year a minimum of two (2) times for feedback and performance review, and annually for compensation review.
- 8.1.4. Suspension, Placing on Administrative Leave, Discipline and Dismissal – The Governing Body may at any time vote by a three-fourths majority to suspend, place on administrative leave, discipline, or dismiss the Lead Pastor. The process of potentially suspending, placing on administrative leave, disciplining or dismissing the Lead Pastor shall be handled by the Governing Body in Executive Session and bathed in prayer. The primary objectives of any action by the Governing Body shall be to act in a manner that holds the name of Jesus Christ in the highest possible regard. The Governing Body shall act prayerfully, carefully considering how action or inaction could affect the Church and believers.

8.2 PASTORAL STAFF

- 8.2.1. Screening and Nomination – Under the direction of the Lead Pastor the Governing Body shall be responsible for screening pastoral candidates. If the Governing Body assembles a “Search Committee” to do preliminary work toward this end, the Lead Pastor will Chair the committee. Any pastoral candidate shall be nominated by a three-fourths majority of the Governing Body. Upon receiving such nomination, the candidate shall be recommended to Church Partners at a meeting of the Congregation called for such purpose.
- 8.2.2. Election and Calling – After being nominated and recommended by the Governing Body, a pastoral candidate must be affirmed by a three-fourths majority vote of Church Partners present at a Congregational meeting called for the purpose of electing the pastor. This meeting shall be announced by a written notice (electronic means acceptable) to all Church Partners no less than fourteen (14) days prior to said meeting. Should the candidate receive less than a three-fourths majority vote of the Partners present, the matter of nomination, recommendation and election shall be returned to the Governing Body.
- 8.2.3. Suspension, Placing on Administrative Leave, Discipline and Dismissal – The manner of possible suspension, placing on administrative leave, discipline, or dismissal of a member of the Pastoral staff shall be the same as for the Lead Pastor (see p. 21 - 8.1.4.).

ARTICLE IX



ORDINATION

The Governing Body shall ordain individuals into the ministry through procedures they develop and approve. Candidates for ordination shall be presented to the Congregation for a “time of testing” akin to that used for the affirmation of Staff and Non-Staff Elders (see p. 9 - 6.1.1.a.(2)) prior to their ordination and shall be officially ordained into the ministry upon final approval by the Governing Body.

ARTICLE X COMMITTEES

The Governing Body shall have the power to create committees for the purpose of assisting in their decisions. Such committees shall have authority to act as specifically given by the Governing Body and shall serve until such committees are dissolved by the Governing Body.

ARTICLE XI HIRING STANDARDS AND FACILITY USAGE

The following principles and guidelines regarding biblical sexuality and marriage are designed to ensure that Genesis Church operates in a manner consistent with the Word of God.

Section 1 - Except as a vendor or independent contractor, in order to be eligible for employment at the Church, the applicant or employee must be a Partner of the Church. Since a purpose of the church is to teach and instill biblical values, and because every employee of the Church is a representative of the Church, in order to be eligible for employment at the church the applicant shall not be actively engaged in unrepentant sin and shall not be perceived to undermine or contradict, through his or her actions, behaviors, or speech, the tenets of the Bible and the doctrines of this church.

Section 2 - Neither property nor facilities owned or controlled by this Church (or used with permission obtained by the Church) shall be used or permitted to be used for any activity or speech that is contrary to any stated or implied doctrine or religious belief or practice of this church.

Section 3 - Weddings and Funerals: The Church actively seeks to minister to the surrounding community by making its facilities available for biblical weddings and funerals. A wedding or a funeral of non-Partners is permitted only insofar as the ceremony comports with the teachings of the Holy Bible and the doctrinal standards of this Church. If it becomes evident that a wedding or funeral does not or will not comply with the teachings of the Holy Bible and the doctrinal standards of this Church, the Church may, within its sole discretion, cancel or modify the event, so as to comport with the teachings of the Holy Bible and Church doctrinal standards. In no event shall an unbiblical ceremony be permitted to proceed.

ARTICLE XII MISCELLANEOUS



12.1 FISCAL YEAR

The fiscal year of the Corporation shall be from January 1 through December 31.

12.2 INDEMNIFICATION

To the extent of its assets, the Corporation shall indemnify any Director, Officer or former Director, Officer and Committee Partner of the Corporation against claims, liabilities, expenses and costs necessarily incurred by such person in connection with the defense, compromise or settlement of any action, suit or proceeding, civil or criminal, in which such person is made a party by reason of being or having been such Director, Officer or Committee Partner, except in relation to matters as to which such person shall be adjudged in such action, suit or proceeding to be liable for misconduct in the performance of duty to the Corporation, to the extent not otherwise compensated, indemnified or reimbursed by insurance.

12.3 DISSOLUTION

Should the Corporation dissolve, assets shall be distributed to an organization having purposes similar to Genesis Church, and which is qualified under 501(c)3 of the Internal Revenue Code of 19812, as amended, for one or more exempt purposes within the meaning of 501(c)3 of the Internal Revenue Code of 19812, as amended, or corresponding section of any future federal tax code, or shall be distributed to the federal government, or to a state or local government, for public purpose. Any such assets not disposed of shall be disposed of by the Court of Common Pleas in which the principal office of the Corporation is then located, exclusively for such purposes or to such organization or organizations, as said Court shall determine.