



**BETHANY ROMANIAN
PENTECOSTAL CHURCH
BYLAWS**

26347 BOERNE STAGE RD., BOERNE, TX 78006

SEPTEMBER 2019



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ARTICLE I

GENERAL PROVISIONS

1. Name

The name of the Corporation is: BETHANY ROMANIAN PENTECOSTAL CHURCH. (*BISERICA ROMÂNĂ PENTICOSTALĂ BETANIA*)

2. Mission and Purpose

A. The Mission

In response to God's love, we desire to follow Jesus Christ, under the guidance of God's Holy Spirit and His Holy Word, manifesting His love to the world in word and deed, so that all people might come to love and follow Him.

B. Religious Purpose

The purpose of Bethany Romanian Pentecostal Church is:

- a) To participate in the evangelization of all people;
- b) To worship God;
- c) To disciple new believers, until they become like the Lord Jesus Christ;
- d) To have fellowship with the Church of God, being part of the Church family;
- e) To serve our fellow men.

C. Purpose of the Corporation

We want to be a charitable, spiritual and educational church as described in chapter 501(c)(3) of the Internal Fiscal Code and to operate according to the regulations and requirements of a tax-exempt charity. The church will neither hold nor issue capital shares nor will dividends will be paid. No part of the church's income or assets will be distributed to a member or official without full payment. The church has no right to borrow money or to guarantee the obligation of a member or official of the church. No member or official of the church has the right of ownership of church property, nor do they have financial interest in or the privilege to church assets, property, functions or activities. That being said, on the basis of Article VIII, the church may establish contracts with its members, directors or officials for reasonable compensation in a timely manner, without violating this provision.

3. The Corporate Office

The corporate office of Bethany Romanian Pentecostal Church is at: 26347 Boerne Stage Rd., Boerne, TX 78006



ARTICLE II

STATEMENT OF FAITH

1. The Bible

We believe in the inspired Word of God contained in the Old and New Testaments and the infallibility of the original writings. Likewise, we believe that it represents the ultimate and final authority for faith and life.

2. The Holy Trinity

We believe in one God who exists in three persons: God the Father, God the Son and God the Holy Spirit.

3. The Nature of Jesus Christ

Jesus Christ is truly God and truly Man. He was conceived by the Holy Spirit and incarnated through the Virgin Mary. He died on the cross, sacrificing himself for the sins of men. After God raised Him from the dead, He ascended to heaven and now stands at the right hand of the Father, being our Priest and Mediator.

4. The Nature of the Holy Spirit

The mission of the Holy Spirit is to glorify Jesus Christ, convict people of their sins, give new birth to those who repent, and to live in the faithful guiding, teaching, protecting, and helping them live a holy life of service to God.

5. The Nature of Humanity

We believe that mankind was created righteous and in the image and likeness of God, and that through sin mankind fell from this position. Therefore, all people are spiritually dead and need God's salvation through repentance.

6. Repentance, Rebirth, Sanctification

Repentance is the act of turning to God and abandoning sin (Mark 1:15; Luke 13: 3; Acts 3:19). Rebirth is the supernatural transformation God performs in a person as a result of their repentance. Sanctification is the state of being free from sin, living life according to the principles of the Bible and under the guidance of the Holy Spirit.



7. Salvation

We believe that man is saved by following these steps:

- a) Personal belief in the death, resurrection and exaltation of our Savior Jesus Christ (Ephesians 2: 8-9; Hebrews 11: 1);
- b) Repentance of sin (Mark 1: 4-15; Luke 15: 17-18);
- c) Being born again (John 3: 3-5; 1: 12-13);
- d) Baptism in water (Mark 16:16, Acts 2:38; 1 Peter 3:21).

8. The Church

The true Church is made up of those who, by faith in the saving blood of Jesus Christ, have been born again through the Word and Spirit of God and are united in the body of Jesus Christ, of which He is Head.

9. Church Membership

Any believer who proves that he is born again, submits himself to the sovereignty of the Bible, obeys and respects the leadership of the church, lives a spiritual life of obedience and righteousness, and attends the church at least three (3) months, may become a member of the church.

10. Spiritual Life

We believe in the spiritual presence of Christ who lives in believers through the Holy Spirit, empowering them to follow the commandments of God and to live in unity and respect and to be an example of love and righteousness.

11. Water Baptism

Water baptism is the act of immersion in water officiated in the Name of the Father and of the Son and of the Holy Spirit, according to Christ's commands. Although this act has no power to wash away sin, it represents the death, burial and resurrection of Christ. Only believers who have experienced repentance and rebirth are eligible for water baptism.

12. Baptism with the Holy Spirit

The experience of Baptism with the Holy Spirit is subsequent to sanctification and, most often, subsequent to water baptism. It endows the believer with power for ministry and righteousness. It is the filling of the temple already cleansed by repentance, rebirth and sanctification. It is a gift of God in response to prayer. Baptism with the Holy Spirit is accompanied by the manifestation of speaking in tongues.



13. Spiritual Gifts

Spiritual gifts are given to the Church through the Holy Spirit for the purpose of building up the Body of Jesus Christ.

14. The Fruits of the Spirit

Having a life filled with the Spirit is made manifest by the presence of love, joy, peace, long suffering, kindness, goodness, faithfulness, gentleness, and the self-control.

15. The Lord's Supper

The Lord's Supper was instituted by the Lord Jesus Christ to commemorate His death. Only born-again believers who have been cleansed of sin and baptized in water or with the Holy Spirit (the recommendation is from the age of 15) can share with the Lord's Supper.

16. The Biblical Stance on Sinful Sexual Orientations, Tobacco, Narcotics and Alcohol

We believe that all sexual orientations, except for the marriage of a man and a woman, are forbidden by God; smoking and the use of narcotics (illegal drugs) are forbidden sinful practices (Isaiah 55: 2; Romans 1: 24-32; 1 Corinthians 10: 31-32; 2 Corinthians 7: 1; Ephesians 5: 3-8; James 1:21; Judah 4-8, 10-13). We believe that the Bible forbids the use of alcoholic beverages, contrasting them with restraint and holiness (Proverbs 20: 1, 23: 29-32; Isaiah 28: 7; Galatians 5: 19-21). Such persons cannot become members of the Bethany Church, and if they already are, they will be called to sincere repentance, if they continue to live in sin they may lose their active membership and they will not be able to serve or participate at church general meetings to vote.

17. Marriage, Divorce, and Sexuality

According to God's will mentioned in the Bible, we only recognize the marriage between a man and a woman (Genesis 1: 26-28; 2: 18-24). Because the Bible qualifies divorce as a worldwide practice, the Pastoral Council will look at each divorce case separately and address it specifically (Matthew 19: 3-9; 1 Corinthians 7: 10-15).

Regarding biblical sexuality and marriage, the following principles and instructions are elaborated to ensure that Bethany Pentecostal Romanian Church operates in accordance with the Word of the Lord.

Each human being is created in the image and likeness of God and is male or female, sex being genetically imprinted and manifested before birth in a physiological way. Marriage is the union between a man and a woman. The families thus formed, on the basis of biblical principles, create the foundation of civil society.

Any effort to violate the order created by God by trying to change or transform human sex is a sin. Because the Bible defines marriage as the union between a man and a woman. All homosexual or polygamous marriages are sinful, as are pre-marriage sexual relations, incestuous relationships,



pornography, bestiality, pedophilia, and all sinful relationships outside marriage. Persons who violate God's Law with such behaviors need, like all sinners, to be urged to turn from their sins and seek repentance and faith in Jesus Christ.

Participation in any church program or activity that is limited to one-sex persons is limited exclusively to persons of that gender. Access to facilities that are designated for the use of only one sex is limited exclusively to persons of that sex. According to these instructions, it is imperative that people do not violate God's sovereign will regarding their natural sex by intentionally presenting themselves with a modified physical face resembling the opposite sex or wearing clothing designed and intended for the opposite sex.

Persons who, actively and intentionally, engage in any activity that is sinful or contradictory or undermines the doctrines of the church, will not be received as members of the church. Also, the active and shameless involvement in any sinful activity, which contradicts or undermines the doctrines of the church is a reason for church discipline, until excommunication. An activity is considered sinful when it is contradictory to Bible teachings.

Weddings and funerals that take place at Bethany Church, using the facilities of the church, will only be possible for members of Bethany Church. Bethany Church is actively seeking opportunities to serve its community, making the church facilities available for biblical weddings and funerals. A wedding or funeral involving persons who are not members of the church is permitted only if the ceremony conforms to the teachings of the Holy Bible and doctrinal standards of this church. In case it becomes obvious that a wedding or funeral is not or will not be in accordance with the teachings of the Holy Bible and the doctrinal standards of the church, Bethany Church can, in its sole discretion, cancel or modify the event in order to align it with the biblical teachings and doctrinal standards of the church. In no case will it be allowed to produce a non-biblical event or ceremony.

18. Biblical Position on Belonging to Secret Groups and Parties in the Church

The Bible forbids association with sectarian groups and their membership or obligation by oath (Matthew 5: 34-37; John 18:20; 2 Corinthians 6: 14-17; James 5:12). We understand from the Bible that God forbids the creation and encouragement of these types of parties (Romans 16:17; 1 Corinthians 5: 11-13; 2 Thessalonians 3: 6, 14; 2 John 10:11).

19. The Future of the Church

We believe in the personal and visible return of Jesus Christ, the bodily resurrection of the saints to eternal life in the presence of God, and the bodily resurrection of the unrighteous for judgment.



MEMBERSHIP

The Bible mentions that God created man and woman, which is why we have separate toilets for men and women at Bethany Church and we use them as such, without exception. Although everyone is welcome in the church, men must come dressed as men and women as women, according to the Bible (Deuteronomy 22.5), (we use here the terms man and woman with reference to the biological gender by birth).

1. Qualifications

Active and associate membership in this church will be granted upon request to those who have demonstrated their faith in Jesus Christ, repented of their sins and were consecrated, and have regularly attended church services for the past 3 months. Those admitted as members will commit themselves to living a righteous life and to following the commandments and loving example of Jesus. They will also serve the Lord by financially supporting His work and church.

2. Active Member

All persons wishing to become members of Bethany Romanian Pentecostal Church are received if they fulfill the following conditions:

1. They must be at least 18 years old.
2. They must be baptized in water as a declaration of personal, intentional and voluntary faith in Jesus Christ as Savior and Lord.
3. They must declare their agreement with the principles of faith as stated in the Bible and with the Confession of Faith in the Constitution of the Church - Article II.
4. They must dedicate their life to Jesus Christ, to the service of the church and to living in accordance with Bible principles.
5. They must faithfully attend Bethany Church at least 3 months before being accepted as a member at church services and activities.
6. They must respect the authority of God as vested in the spiritual and administrative leaders of the church.
7. They must offer financial support to the church to whatever degree is possible.

Persons meeting the above conditions can receive, complete and submit a membership application to the Church Secretariat. If the candidate is coming from another church, they must bring a recommendation from the church that they are leaving. Membership candidates will be interviewed by the Pastoral Council who will analyze and assess their spiritual and moral status. The submitted applications will then be forwarded to the Church Committee along with the recommendations of the Pastoral Council. The Committee will approve candidates' membership requests with a vote and the Church Secretary will inform candidates of the Church Committee's decision. Accepted candidates will be presented to the church by the Senior Pastor in a regular church service.



3. Inactive Member

Some church members cannot consistently participate in the spiritual life of the church due to old age, illness, school, temporary relocation to another city or other reasons. When this is the case for an extended period of time (minimum 3 months, maximum 6 months), members may qualify for a change in membership status. If Church Leadership determines that a person falls into this category, they will change their membership status from active to inactive. Inactive members continue to enjoy all the rights of membership, except for the privilege of voting or speaking in the General Assembly.

The following persons cannot be or remain inactive members (they forfeit their church membership):

- a) Persons who have permanently settled in another city, too far away to participate in church services at Bethany Church;
- b) Persons who have become members of another church and / or regularly attend another church other than Bethany Church;
- c) Persons who do not attend church regularly for 6 months
- d) Persons who do not accept the spiritual authority of the church and / or do not agree to remain in contact with the pastors of Bethany Church.

4. Associate Member

Associate membership is available to applicants who have been baptized in water but are not yet 18 years old. The process of becoming an associate member is similar to that of becoming an active member. Associate members do not have voting privileges.

5. Members' Rights

All active members of the church will have the following rights:

- a) They will be part of the General Assembly of the Church, subject only to the authority of the Lord Jesus Christ;
- b) They shall have the right to vote on any matter submitted to church members for consideration;
- c) They will have the right to be nominated and elected for any job or position, within the guidelines established regarding required skills, qualifications and procedures provided in this Constitution;
- d) Member of the Church Assembly will be informed of all problems concerning church matters;
- e) They will have the right to express their opinions concerning the meeting agenda at meetings of the General Assembly of the Church, so long as they do so without compromising and denigrating other persons;
- f) They have the right to be served, listened to and helped as needed;
- g) Persons who are not members of Bethany Church may not be given church documents by church pastors or on church property - any exceptions to this rule will be decided on a case by case basis by the Church Committee.



6. Termination of Membership

Termination of membership will be done following consideration and action by the Pastoral Council and a subsequent vote of approval by at least $\frac{2}{3}$ of the Church Committee for any person who:

- a) Requests a transfer letter to another church;
- b) Requests the termination of their membership, with or without specifying the reason;
- c) Has already become an active member of another local church;
- d) Is absent from regular church services without good reason, for a minimum of three (3) months or a maximum of six (6) months without announcing the leadership of the church.

Prior to the termination of membership for reason (d), Church Leadership is required to make reasonable efforts to contact the believer and determine the reasons for the absences. The purpose of this action is to actively attempt to reintegrate the believer into the spiritual life of the church. If they have been guilty of serious or repeated deviations from Christian morality, according to the Confession of Faith, Article II, and if they no longer wish to participate in the regular church services, the Committee can withdraw his/her membership with or without reason.

7. Church Discipline

Bethany Romanian Pentecostal Church promotes Biblical spiritual and moral values in both word and deed, and strives to combine the Christian love of wooing and winning souls with the Biblical principle of maintaining a healthy spiritual atmosphere among church members and in their behavior. Every member of the church, regardless of his or her job, is subject to the discipline of the church.

A. The Purpose of Church Discipline:

The Church's discipline is manifested by the Pastoral Council upon its notification, with the following purposes:

1. To maintain the moral and spiritual health of the church;
2. To maintain unity and harmony within the church;
3. To call the fallen to repentance and to restore them to fellowship;
4. To preserve the integrity of the church's testimony before the world.

B. The Process of Church Discipline:

The process of church discipline applies the following disciplinary actions in the order listed, in the hope of restoring the guilty one:

- a) Personal rebuke;
- b) Written reprimand before the Pastoral Council.
- c) Withdrawal of the right to serve;
- d) Withdrawal of other rights (being set aside for a period by the Pastoral Council);
- e) Exclusion.



The disciplinary action in point (a) may be performed by the Senior Pastor, the Assistant Pastors or another member of the Pastoral Council, depending on the situation.

The disciplinary actions in points (b) and (c) are to be performed by the Pastoral Council.

Application of extreme disciplinary action as described in points (d) and (e), is to be done by the Pastoral Council following a thorough and objective investigation and a vote of at least 2/3.

C. Reasons for Severe Discipline:

Severe disciplinary actions from points (c), (d) and (e) can be applied in the following specific situations, among others:

1. Falling into or living in serious sins;
2. Morally shameful living that disgraces and discredits the church and the work of God;
3. Spreading teachings and practices contrary to biblical truth;
4. Premeditated efforts to undermine the unity of the church with divisive behavior or by spreading rumors which can foster division;
5. Disparaging church members.

Both the decision to repress someone undergoing discipline and the decision to restore his rights as an active member are to be made by the Pastoral Council with a vote of at least $\frac{2}{3}$. The disciplined member is eligible to be restored to rights when they wholeheartedly repents of their sin, when the church has evidence that their life has been straightened out and that they are living in full submission to the principles of the faith and the ordinances of the church as described in this Constitution. The Pastoral Council has the freedom to exercise discernment in choosing if and when the Church Assembly will be informed of either of these decisions.

ARTICLE IV

MEETINGS (CHURCH ASSEMBLIES)

1. Annual Church Meetings

The Annual Church Meeting will take place in the first five months of each year. The purpose of this meeting is to report on the spiritual, financial and administrative activities of the church from the previous year and to present and establish the spiritual and organizational vision for church activities for the current year.

2. Special Church Meetings

Special meetings may be requested as needed by the Senior Pastor, by 2/3 of the Church Committee, by the Pastoral Council or by 2/3 of the active members of the church via a written petition, signed and filed with the Church Secretariat.



3. Announcement of Church Meetings

Announcement of church meetings will be made by the Senior Pastor at least two Sundays before the date of the scheduled meeting, at both Sunday services. For emergency meetings, the notification shall be made as soon as possible by an appropriate means. The meeting announcement will contain all pertinent information about the meeting agenda, date and place.

4. Quorum Requirements (the minimum obligatory percentage of participation)

At regular annual meetings or at other meetings that do not involve voting, there is no need for a quorum and the meeting will be held with those present at the announced time.

For meetings involving voting, Bethany Church will employ one of the following voting methods:

- a) The Secret Ballot voting process. This method is compulsorily when voting to elect the Senior Pastor, Assistant Pastors, and the Committee, as well as when voting on the ordination of brothers for church service and on the ratification of constitutional amendments.
- b) The Open Vote voting event in which voting takes place with a raising of hands.

For other situations not mentioned in point (a) where voting is required, the Church Leadership will choose, as appropriate, one of the two voting methods, **(a)** or **(b)**.

For meetings employing voting method **b**, a quorum of at least 50% plus 1 of the number of active members is required.

For meetings employing voting method **a**, the secret ballot, the process must proceed until at least 70% of the church's active members have voted for a maximum of three consecutive voting Sundays. In the event that, at the end of the three consecutive Sundays of voting, 70% of active church members have still not voted, the voting process will end and the vote will be considered valid with the existing quorum.

To ensure proper management and transparency of the voting process, the General Assembly, under the leadership of the Senior Pastor, will elect a voting commission using the open vote method by the raising of hands. This commission is to be composed of at least ten brothers, who will be responsible before God and the church for the entire voting process. Of the ten men in this commission, one must be the Church Secretary and two others must be members of the Pastoral Council proposed by the church. The candidates on the ballot cannot be part of this commission. This commission of ten brothers will be elected by the active members of the church at the end of a Sunday service one or more Sundays before the voting process begins. In addition to these ten members, three alternate members will be elected in order to insure coverage in the event that one or more members of the commission becomes unavailable during the voting process. Each voting Sunday, the sealed ballot box will be unsealed at the beginning of voting and resealed at the end of voting in the presence of the commission that administers the voting process. The Senior Pastor and Assistant Pastors will oversee the entire process and instruct the voting commission before the process begins.



5. The General Assembly of the Church

The church assembly is made up of all active members of the church and will have the authority to vote on all church matters permitted by this Constitution. The church assembly has the authority to choose the Church leadership, to be informed and to evaluate all the spiritual and administrative activities of the church.

ARTICLE V

THE CHURCH COMMITTEE

Church Committee members must be well respected, must be spiritual men and must have integrity. They are elected by the church by secret ballot for a 4-year term and have executive authority.

1. Responsibilities

The Church Committee will select and hire church staff for both spiritual and administrative service, setting their salary according to the job description, the work performed and the qualifications and professional training required. All persons employed by or involved in the service of the church must conform to the moral and spiritual standards and guidelines established in the Constitution of the church. Also, these persons must be active members of the church, with any exceptions being approved by the Committee, on a case by case basis. The responsibilities of the Church Committee will include, but will not be limited to, the following:

1. Managing and supervising the spiritual and administrative life of the church so that it fulfills its mission;
2. Establishing and approving the vision of the church;
3. Hiring and dismissing church employees;
4. Managing all church real estate and property including renting, purchasing, selling and transferring any and all church property;
5. Evaluating all church department leaders and assistants once a year in coordination with the Pastoral Council (this includes leaders and assistants of departments, musical formations and other church groups);
6. Voting annually to select a Church Comptroller from among the active members of the church, in addition to the 2 auditors appointed within the church committee. These men will be responsible for verifying all financial transactions (debits and credits). They will do this activity together with the treasurer, the president and / or the secretary.

The Church Committee may, by a 2/3 vote, delegate any powers it deems appropriate and necessary to church officials, provided that the delegation concerned is not prohibited by law.

2. Number of Committee Members

The Church Committee will be composed of at least seven (7) and more persons according to the current needs of the church. With each new term, the Church Committee will fix the number of members of the



new Committee at each new term, as is deemed necessary. The number of Committee members must be odd. The Senior Pastor and Assistant Pastors of the church are ex officio members of the Church Committee.

3. Election of the Committee

To be eligible for nomination and election to the Church Committee, a man must have been an active member in good standing of Bethany Church for at least two years. Members of the church who have been divorced, who have proven moral problems or who obviously do not support the church's interests and projects cannot run for election to the Church Committee. The members of the Committee shall be elected once every four years, in accordance with Article IV, point 4.

The election session will have 3 phases and will proceed as follows:

A. Nomination Phase

In the nomination phase, the church will hold a General Assembly Meeting at which there is no mandatory quorum. This meeting will be held on a Sunday with the purpose of nominating men as candidates for committee membership. The Senior Pastor will announce the meeting at least two Sundays before the proposed date, at both Sunday services. On the day of the nomination meeting, the Pastor will present and explain to the church the nomination procedure:

- a) The Senior Pastor will announce the number of Committee members for the new term.
- b) Every active member will propose the number of members announced, on the proposal bulletin.
- c) The proposal bulletin that remains empty (white paper) or with a larger number of members than announced or the vote destroyed, will be considered null.
- d) The counting commission will order the list of nominations in descending order of the number of votes received by each.
- e) The counting commission will be composed of the Senior Pastor, two (2) ordained servants of the church and ten (10) well-spoken men who will be elected on the spot, at the proposal of the brothers from the church, under the supervision of the Senior Pastor. These ten men will form two teams led by the two servants and each team will count, in turn, all proposal bulletins, to ensure the integrity of the counting process and results.
- f) When the list of nominations has been compiled and verified, the counting committee will draw up a report and the nomination meeting will end.

B. Ballot Publication Phase

The Sunday immediately following the nomination meeting, the ballot will be put on display with the names of those candidates who were nominated, have accepted the nomination and who have been approved by the Pastoral Council. Candidates must exhibit spiritual and moral maturity and have been members at Bethany Church for at least two (2) years. In the week between the nomination Sunday and the publication of the ballot, the Pastoral Council will do the following:



- a) They will evaluate the spiritual and moral quality of the persons nominated and will contact them in order to receive their confirmation that they accept or refuse to be on the ballot.
- b) They will create the ballot for publication. The number of candidates on the ballot must be double the number of Committee members to be elected based on the number announced by the Senior Pastor at the nomination meeting.
- c) They will list candidates' names on the ballot paper in descending order based on the number of nomination proposals received for each.

In the week between the Sunday of ballot publication and voting Sunday, the members of the church have the freedom to present, in writing, any evidence that could disqualify candidates from the ballot.

C. Election Phase

The election of the members of the Committee will be made according to Art. IV, point 4. At the beginning of the voting process, the Senior Pastor will present and explain the voting procedure. The number of candidates listed on the ballot must be double the number of Committee members set for that term. Each active member of the church may only mark votes on their ballot for the number of candidates set for that term. Candidates on the ballot will be elected to the Church Committee with a majority of at least 50% plus one vote. If the complete number of Committee members is not successfully elected during the first round of elections, a second round of elections must be held.

Voting ballots that contain obvious changes or deletions or those with a higher or lower number of candidates voted, will be considered null and void. The election results will be calculated based on the number of valid votes. The voting commission will process the ballots and verbally inform elected candidates, based on the number of votes each received. In the week immediately following the election, the new Committee will meet and, at the proposal of the Senior Pastor, each individual's job will be discussed. In the first ten days following the date of the election of the new Committee, the members of the church may appeal in writing to the Secretariat, regarding the elections. On the second Sunday from the date of the election of the new Committee, the Senior Pastor will dissolve the old Committee, present the officials of the new Committee to the Church Assembly and dedicate them through prayer.

4. Resignation of Committee Members

Any member of the Committee may resign at any time by submitting a written request to the Secretariat, explaining whether or not he will resign. The Church Committee has the responsibility to respond in writing to the applicant, within a maximum of thirty (30) days from the date of submission of the resignation. The Senior Pastor will inform the church about the resignation of that member.

5. Committee Vacancies

If, during the term of office, one (or more) Committee seats become vacant, the Senior Pastor will organize a special election (except in cases when it is less than one year until the next election) The special election will proceed according to the provisions of the Constitution regarding the nomination and election of Committee members, as follows:



- a) The nomination phase, Art. V, point 3, A
- b) The election process, Art. IV, point 4

6. Committee Meetings

The Senior Pastor will be the leader of the Church Committee and will conduct all its meetings. The Church Committee will have a regular monthly session, organized by the Senior Pastor and announced by him or the Secretary at least three days in advance. The Church Committee can have a special session whenever it is needed and it will be announced as soon as possible. If a decision becomes necessary for the interests of the church and, due to urgency or circumstances, the Church Committee cannot meet in a timely manner, the respective decision can be made by telephone, SMS or Email with affirmative vote of $\frac{2}{3}$. Immediately following an emergency vote, the Church Secretary shall draw up a report which the members of the Committee shall sign as soon as is possible.

7. Committee Quorum

At all meetings of the Church Committee, $\frac{3}{4}$ of the members will be a necessary and sufficient quorum for the proceedings of the meeting. If a quorum of $\frac{3}{4}$ is not made at the first meeting, then the next meeting will be held with a quorum of $\frac{2}{3}$. A decision may be made by the Committee with 50% plus a vote of the members present.

8. Contracts and Authorizations

The pastor, secretary, administrator and treasurer are empowered to sign on behalf of and for the church's interests in the financial field. The pastor and administrators are empowered to conclude contracts and sign on behalf of and for the church's interests in the administrative field. The pastor and the Secretary will sign in the name of and for the interests of the church in documents that define the relationship between the church and the state and in documents that define the relationship between the church and the members of the church. The Church Committee may temporarily delegate other members of the Committee to sign documents on behalf and for the interests of the church. All these signatures applied to any document of the church must have the consent of the Senior Pastor and the Church Committee. Each document must be signed by at least two authorized persons.

9. Dismissal of Committee Members

Any member of the Committee may be dismissed from office with or without reason (with or without an explanation of the reason for dismissal) with an affirmative vote of $\frac{2}{3}$ of the members of the Committee which is validated with a 50% vote plus one vote by the Church Assembly which will have to meet a quorum of $\frac{2}{3}$ of the total members. If the quorum of $\frac{2}{3}$ is not met at the first meeting, the vote will be held at a later meeting, with a quorum of 50% plus one vote.



ARTICLE VI

PASTORAL COUNCIL AND ADMINISTRATIVE COUNCIL

1. The Pastoral Council

The Pastoral Council is part of the Church Leadership and is made up of the ordained church servants (pastors, elders, deacons). It deals only with the spiritual part of the church.

The Pastoral Council will deal primarily with the spiritual aspects of the church, having the obligation and authority to resolve them. If the problems they are dealing with involve the dismissal of a servant or the exclusion of a member of the church, any decisions must be approved by the Pastoral Council by secret ballot of 50% plus one vote. The role of the Pastoral Council is to decide and execute matters in the spiritual field, to supervise and maintain the spiritual unity of the church. They also have the role of arbitrating misunderstandings, of shepherding, of caring for the flocks spiritually and emotionally, and of caring for all the spiritual needs of the members of Bethany Church. When a new ordained minister joins Bethany Church as a new member, he must complete at least one year as a member before the Pastoral Council can decide if and when they will include him in the Pastoral Council.

2. The Administrative Board

The Administrative Council is part of the Church Committee. It is preferable that the members of the Administrative Council be un-ordained brothers. The Administrative Council will deal first with the administrative aspects of the church, having the obligation and the authority to solve them. If the problems they solve involve spending more than \$1,000 a month, these decisions must be approved by the Church Committee by secret ballot of 50% plus one vote.

ARTICLE VII

OFFICIALS

Church officials will be the Senior Pastor, the Secretary, the Treasurer and the Church Administrator.

1. Senior Pastor

A. Duties

The Senior Pastor will be the spiritual leader of the church, lead all church meetings and oversee all church activities. He will be an ex officio member of the Church Committee as well as all other Church Committees or Councils. The Senior Pastor will be responsible for the overall oversight of the spiritual life of the church and will lead the divine services. The senior pastor will be the paid employee of the church, his salary being set by the Church Committee at a reasonable amount.



The responsibilities of the Senior Pastor will include, but will not be limited to the following:

- a) He will conduct and be present ex officio at any meeting within the church, the General Assembly, the Church Committee, the Pastoral Council, the Administrative Council and other meetings or gatherings.
- b) Together with the Pastoral Council, he will oversee the preservation of Pentecostal biblical doctrines and the spiritual orientation of Bethany Church.
- c) In collaboration with the Church Leadership, he will establish the spiritual-administrative vision for each year, by which the church's faithful will be guided.
- d) He will collaborate, encourage and advise the Church Committee and the other servants, so that they can work passionately and in unity.
- e) He will monitor the implementation of all decisions and measures established within the Church Committee or in other meetings and gatherings.
- f) With the help of the Pastoral Council, he will nourish and guide the faithful of the church towards the fulfillment of God's interests.
- g) He will lead public services, preach the Word of God, teach, rebuke, encourage, encourage, visit, evangelize, apply the truth of God, pray and keep the flock, considering all its needs.
- h) The Senior Pastor, in collaboration with the Pastoral Council, will decide the level of integration and the intensity of involvement in the church ministry of ordained servants who become new members in Bethany Church.

B. Election and Confirmation of the Senior Pastor

The election and confirmation of the Senior Pastor will be made according to the voting procedure of Art. IV, point 4. "Election" means voting for one of two or more candidates with the purpose of selecting one person for a certain position. "Confirmation" refers to the vote of confidence given to a person who has a certain position, in order to remain in that position.

a. Confirmation of the Senior Pastor

The Senior Pastor will be confirmed at the end of each term, as follows:

- a) If he has 2/3 of the votes of the General Assembly, he will receive a 5-year term;
- b) If he receives less than 2/3 of the votes, but not less than 50% plus 1 vote, he will receive a mandate of 2 years. After two consecutive 2-year terms, the Senior Pastor can no longer run for a third term.

b. Election of Another Senior Pastor from within the Church

If the Senior Pastor does not receive at least 50% plus 1 vote during a confirmation vote or if he has completed two consecutive two-year terms, he will lose the candidacy. The General Assembly of the Church will elect another Senior Pastor from the church pastors, who will receive a 5-year term with 2/3 votes or a 2-year term with 50% plus 1 vote.



c. Election of Another Senior Pastor from outside the Church

If no pastor inside the church applies for the position of Senior Pastor or if none of the pastors on the ballot receive at least 50% plus 1 vote during voting, then a pastor will be chosen from outside the church. A pastor from the outside will receive a three (3) year mandate with $\frac{2}{3}$ of the vote or a one (1) year mandate with at least 50% plus one vote.

1.1 Assistant Pastors

The senior pastor must appoint one or two assistant pastors choosing either existing church pastors or outside church pastors. They must receive at least 50% plus 1 vote from the General Assembly of Church Members. Their term of office will be as long as the Senior Pastor's term, being elected or confirmed with him. Assistant Pastors and Senior Pastors are ex officio members of the Church Committee, the Pastoral Council. The responsibilities of the Assistant Pastors will be delegated by the Senior Pastor of the Church.

2. The Church Secretary

The Church Secretary shall be responsible for all church documents, records and acts as established by the Church Committee and shall have custody of the Church's seal. He will attend and record all minutes of all Church Committee meetings. He will manage church correspondence and, together with the Senior Pastor or another brother authorized by the committee, will sign on behalf of the church and church accounts, any contracts or agreements authorized by the Church Committee. Generally, the Secretary will handle all duties related to the Secretary's job, as well as other duties, sometimes assigned by the Senior Pastor or the Church Committee. The Secretary will make an Annual Report of the Secretary which he will present at the church's Annual Meeting. He will have help from the Church Committee, to which he will delegate certain responsibilities as needed.

3. The Church Treasurer

The Treasurer is responsible for all financial record-keeping and tracking, as well as supervision of all church funds. Together with the Senior Pastor and the Secretary, the Treasurer will have signature authority at the bank. He will sign, supervise and control the checks, receipts and expenses that come in and out of the church financials. At each regular monthly session of the Committee, the Treasurer will present a financial balance for the previous month. Also, during the first ten (10) days of each month, he will present to the Senior Pastor the financial situation and if necessary the list of donations of members. The Treasurer will draw up an Annual Report of the Finances which he will present at the Annual Assembly of the Church. The Treasurer will have help from the Church Committee, to whom he will delegate certain responsibilities as needed.



4. The Church Administrator

The Administrator has the responsibility for the supervision, control and administration of the church property and building. He will manage the facilities and property of the church. He will organize, supervise and coordinate the activities of the church, the library, the ordination department and the sound and image department. The Administrator will make an Annual Report of the Administrator, which he will present at the Annual Assembly of the Church. The Administrator will have assistance from the Church Committee, to whom he will delegate certain responsibilities as needed.

In the week immediately following the election of the new Committee, the Senior Pastor will hold a Committee meeting in which he will propose, and the Committee will secretly vote on the following positions: the Vice President, the Secretary of the Church and his assistant, the Treasurer and his assistant, and the Administrator of the church and his assistants.

ARTICLE VIII

AGENTS AND REPRESENTATIVES

1. The Church Committee may appoint agents and representatives of the church, as the Committee deems necessary, and may endow them with the appropriate authority to perform acts and duties on behalf of the church, in accordance with this Constitution and the law of the state.
2. The activities in the adjacent buildings, the dining room and kitchen as well as their staff will operate under the guidance and authority of the Church Committee.
3. Church management will conduct church background checks on all volunteers working with Church children, adolescents and youth. Additionally, the Church Committee may request a background check on any person engaged in church sanctioned work or functions.
4. The Parochial House (if the church has or will have it) (Pastoral Apartment) from the Christian Center will be the service residence of the Senior Pastor during the entire term of his Senior Pastor of the Church. In case the Senior Pastor decides not to live in the Parish House (Pastoral Apartment), the Church Committee will decide on its use.

ARTICLE IX

PASTORS AND ELDERS

1. General Provisions

Bethany Romanian Pentecostal Church recognizes the right of the local church to ordain men as pastors and elders who have been called into ministry. Those who wish to serve as pastors and elders must meet the qualifications established by the Pastoral Council.



2. Qualifications of Pastors and Elders (Presbyterate)

Candidates for the pastorate and presbyterate must be active members in Bethany Church for at least three (3) years. They must be male and live a pure spiritual life. They must have the ability to serve, a healthy family, a good reputation and be in full agreement with the Bible and the Constitution of the Church. Those who wish to serve as pastors and elders must first demonstrate a spiritual lifestyle and a deep passion for the Lord Jesus Christ. They must meet the biblical qualities written in 1 Timothy 3: 1-7, Titus 1: 5-7 and 1 Peter 5: 1-3 and prove the divine calling. They must also manifest the ability to preach the gospel, to have passion for the souls of the people, leading believers to unity and righteousness. They must have the experience of Baptism with the Holy Spirit, confirmed by the sign of speaking in other languages (Acts 2: 1-4; 6: 1-3).

The pastorate and the presbyterate have a special and sacred role in the life of the church, because the mission of pastor and presbyter is to model the faithful according to the example of Jesus Christ. Bethany Romanian Pentecostal Church is against the tendency and culture of our time to redefine the role and nature of Jesus Christ, to fit the cultural and unbiblical tendencies of the moment. Candidates for the pastorate and presbyterate must undergo an evaluation test and receive confirmation of the church by an affirmative vote of at least 2/3 of the votes of the General Assembly. The voting process will be carried out in accordance with Article IV, point 4.

ARTICLE X

DEACONS

1. General Provisions

Bethany Romanian Pentecostal Church recognizes the right of the local church to ordain as Deacons those called by God to this service. The church recognizes that the ministry of a Deacon is sacred and distinct from that of either Presbyter (Elder) or Pastor. Deacons assist the Pastors in the church services and visit and advise the sick. Those who wish to serve in the position of Deacon must meet the qualifications established by the Pastoral Council.

2. Qualifications for Deacons

Deacons must be active members of the church for at least three (3) years. They must be male, must have a good reputation and must agree with the Bible and the Constitution of the church. They must be able to prove their calling to service, their passion for people and their passion for serving people's needs. A Deacon must also fulfill the biblical conditions of 1 Timothy 3: 8-13. They must have the experience of Baptism with the Holy Spirit, confirmed by the sign of speaking in other languages (Acts 2: 1-4; 6: 1-3). Candidates for the role of deacon must undergo an evaluation test and receive confirmation of the church by affirmative vote of at least 2/3 of the votes of the General Assembly. The voting process will be carried out in accordance with Article IV, point 4.



ARTICLE XI

CHURCH FISCAL YEAR

The church's fiscal year will start on January 1 of each year and will end on December 31 of that year.

ARTICLE XII

REAL ESTATE PROPERTY OF THE CHURCH

The purchase or sale of real estate that does not exceed the price of \$50,000 must be approved by the affirmative vote of 2/3 of the Church Committee. The purchase or sale of real estate that exceeds the price of \$50,000, in addition to the affirmative vote of 2/3 of the Church Committee, must have the affirmative vote of 2/3 of the Church Assembly. The meeting of the Church Assembly with the purpose of buying or selling real estate will be announced at least two Sundays in advance with a clear mention of the meeting purpose, location and time at which it will take place.

ARTICLE XIII

AMENDMENTS

The present Statute of the Church, with the exception of Article XVI, can be modified in whole or in part only by the vote of the church, with at least 50% plus 1 vote in the Committee and 50% plus 1 vote in the General Assembly of the Members of the Church. The General Assembly will vote at the proposal of the Committee. The voting process will be carried out in accordance with Article IV, point 4.

ARTICLE XIV

SUPPORT FOR CHURCH OFFICERS, LEADERS, EMPLOYEES & REPRESENTATIVES IN CASE OF LEGAL ACTION

1. The Church will make every reasonable effort to purchase and maintain insurance to cover actions of those serving and leading at the church. This insurance should cover any person who has been or is a church leader, a member of the Church Committee, an employee or a representative of the church who works or has worked for the church as a leader, a member of church leadership, as well as an employee or representative of another corporation, partnership, joint venture, trust or any other enterprise.



2. If such a person becomes or is about to become involved in any possible legal action or process, ongoing or concluded, civil or criminal, administrative or investigative (other than an investigative action taken by or on behalf of the church), the church will make reasonable efforts to apply the mentioned insurance coverage, in favor of the respective person - based on the fact that that person is or was placed by the church in the position of leader, member of the Committee, employee or representative of the church, and having the conviction that this person acted in good faith and in a way that they truly believed was in the church's interest or at least not in their favor. The Church does not hereby guarantee that the results of the abovementioned efforts will result in a favorable resolution for the individual in question, nor does it assume any obligation or responsibility which it does not already have under the laws of the State of Texas or the Federation.

3. The compensation provided by this Article XIV shall not exclude the person who requests the compensation from any other privilege to which they may be entitled by the bylaws, understanding or vote of the members of the church. They will also be valid for a person who has ceased to be leader, member of the Church Committee, employee or representative, being for the benefit of the heirs, executors or administrators of the respective person.

ARTICLE XV

CONFLICT RESOLUTION

- 1) Bethany Church is committed to resolving all conflicts that may arise within it in a biblical manner. This commitment is based on God's commandment that all Christians should live in peace with one another (Matthew 5: 9; John 17: 20-23; Romans 12:18; Ephesians 4: 1-3). When there are conflicts among Christians in the church, they must resolve them according to biblical principles (Proverbs 19:11; Matthew 5: 23-25, 18: 15-20; 1 Corinthians 6: 1-8; Galatians 6: 1). We believe that these principles are binding on all Christians and absolutely essential to the welfare and mission of the church. Therefore, all conflicts in this church will be resolved according to biblical principles, as provided in this statute. When one of the members of this church has a conflict with another member or is concerned about his behavior, he will try to solve the problem as follows:
- 2) The offended person will sincerely investigate himself, trying to see his fault (Matthew 7: 3-5). He will try to discern if the offense is so serious that it cannot be overlooked (Proverbs 19:11, 12:16, 15:18, 17:14, 20: 3; Ephesians 4: 2; Colossians 3:13; 1 Peter 4: 8).
- 3) If the offense is too serious to be overlooked, the offended person will go several times, if necessary, and speak to the offender in an effort to resolve the issue personally and privately, *after he or she has He himself confessed his mistake (Matt. 18:15)*.
- 4) If the offender does not listen and if the problem is too serious to be overlooked, the offended person will return with one or more witnesses, who will make efforts to reconcile the parties (Matthew 18:16). These other people may be church servants, other respected Christians in the church, or simply members. At the request of any of the parties to the dispute, the church leadership will make every effort to assist the parties in resolving disagreements and in brotherly reconciliation.
- 5) Conflicts involving church doctrine or discipline will be resolved by the Pastoral Council, according to the procedures of this Statute.



- 6) In the event of a seemingly unresolvable dispute arising within the church or between a member and the church, if the dispute cannot be resolved by the internal procedures described above, it will be resolved as follows:
- a. The dispute will be subject to mediation and, where appropriate, legally binding arbitration with the members of the Pastoral Council, who will act as mediators or arbitrators, as the case may be, and the arbitration sentence may be given in any court that has jurisdiction.
 - b. All mediators and arbitrators will agree with the Creed (Confession of Faith) of the church. If a dispute involves an attempt to revise the doctrine or form of government in the church, the mediators and arbitrators will agree with those documents as they existed prior to the attempt to review.
 - c. The present section covers the church, in its capacity as a corporate entity, as well as its servants, that is, the Pastors, the members of the Committee, the officials, the staff and its volunteers, regarding any actions that they can carry out in their official qualities.
 - d. This section covers any and all disputes or claims arising out of or relating to church members, doctrine, church ordinances, customs, counseling, discipline, decisions, church actions or failure to act, including claims for personal injury.
 - e. Any member of this church will accept that these methods will provide the only remedy for any litigation that has arisen against the church or its servants. Also, church members waive their right to bring any legal action against the church in a civil court or agency, except for the application of an arbitration decision.
 - f. If a dispute or claim involves an alleged damage or damage to which the church insurance is applied and if the insurer of the church refuses to submit to the mediation or arbitration described in this section, either the church or its member claiming the damage or loss may declare that this section is no longer objectionable in respect of that part of the litigation or claim to which the church insurance applies.

ARTICLE XVI

AFFILIATION

The local church is to remain independent and will continue to be associated with the Union of Pentecostal Churches in America and Canada. It will not be united or affiliated with any group of religious sects.