

**CONSTITUTION
&
BY-LAWS**

Bethesda Pentecostal Church

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PREAMBLE

Whereas, it is the express purpose of God, our heavenly Father, to call out of the world a saved people, who shall constitute the body, the church (ecclesia) of Jesus Christ, built and established upon the foundation of the apostles and prophets, Jesus Christ Himself being the chief cornerstone; and

Whereas, the members of the body, the church of Jesus Christ, are enjoined to assemble themselves together for worship, prayer, fellowship, counsel and instruction in the Word of God, the work of the ministry and for the exercise of those spiritual gifts and offices provided for New Testament church order;

Resolved that we whose names appear on the Assembly roster on the date of the adoption of this constitution, and all members whose names shall be added in time, do hereby recognize ourselves as a local Assembly in fellowship and a part of the General Conference of the Pentecostal Assemblies of Newfoundland and Labrador. The membership adopts the following articles of church order and submits itself to be governed by them.

ARTICLE I. NAME

The name of this Assembly shall be Bethesda Pentecostal Church of St. John's, Newfoundland.

ARTICLE II. OBJECTIVES AND PURPOSES

- a) To establish and maintain a place for the worship of Almighty God.
- b) To promote the teachings of our Lord Jesus Christ and the truth contained in the entire Word of God, for spirit, soul and body.
- c) To provide a place of fellowship among Christians of like precious faith who seek to follow the New Testament pattern.
- d) To provide exposure to and instruction in Pentecostal doctrine and practice for all.
- e) To evangelize locally and abroad as a matter of high priority.

ARTICLE III. PREROGATIVES

- a) Self-Government according to New Testament standards.
- b) To engage in any and all forms of worship and Christian service in ways consistent with Biblical teachings and principles.
- c) The right to choose, and or, employ its minister(s) in accordance with the constitution of the Pentecostal Assemblies of Newfoundland and Labrador.
- d) The right to select and install a church board and other officers and help deemed necessary in the work of the assembly.

- e) The right to acquire and use real and chattel property in the name of the Pentecostal Assemblies of Newfoundland and Labrador in trust for this local assembly.
- f) To accept tithes and offerings, bequests and contributions for the promotion of church work at home and abroad.
- g) The right to representation at the General Conference through properly accredited delegates.
- h) To achieve its objectives and purposes in a manner consistent with its Constitution and By-Laws.

ARTICLE IV. AFFILIATION

The relation of this local assembly to the Pentecostal Assemblies of Newfoundland and Labrador shall be in accordance with the constitution and by-laws of the General Conference of Pentecostal Assemblies of Newfoundland and Labrador.

The assembly shall freely associate and co-operate with all the assemblies of the Pentecostal Assemblies of Newfoundland and Labrador and shall share in the privileges and responsibilities of that affiliation.

Such self-governing assemblies shall have been set in order by the General Secretary of the Pentecostal Assemblies of Newfoundland and Labrador and shall be amenable to the General Conference in doctrine, in conduct and practices, and all other matters which affect the peace and harmony of the fellowship.

ARTICLE V. STATEMENT OF FUNDAMENTAL AND ESSENTIAL TRUTHS

The Bible is our all-sufficient rule for faith and practice. Hence this Statement of Fundamental Truths is intended as a basis of fellowship among us (i.e., that we all speak the same thing, 1 Cor. 1:10; Acts 2:42). The human phraseology employed in this statement is not inspired or contended for, but the truth set forth is held to be essential to a full Gospel ministry. No claim is made that it contains all the truth of the Bible; only that it is a systematic synopsis of these fundamental truths.

1. The Holy Scriptures

All Scripture is given by inspiration of God and is infallible, absolutely supreme and sufficient in authority in all matters of faith and practice. The Bible does not simply contain the Word of God, but is in reality, the complete revelation and very Word of God inspired by the Holy Spirit. Christian believers today have spiritual illumination to enable them to understand the Scriptures, but God does not give new revelations apart from or beyond the Bible (2 Tim. 3:15, 16; 1 Peter 2:2).

2. The One True God

The one true God has revealed himself as the eternally existent, self-revealed “I AM”; and has further revealed Himself as embodying the principles of relationship and association, i.e., as Father, Son and Holy Spirit (Deut. 6:4; Mark 12:2; Isa. 43:10,11; Matt. 28:19).

The Essentials as to the Godhead

(a) Terms explained:

The terms “Trinity” and “Persons” as related to the Godhead, while not found in the Scripture, yet are in harmony with Scripture, whereby we may convey to others our immediate understanding of the doctrine of Christ respecting the Being of God, as distinguished from ‘Gods many and Lords many.’ We, therefore, may speak with propriety of the Lord our God, who is One Lord, as a Trinity or as one Being of Three Persons, and still be absolutely scriptural. (Examples, Matt. 2:6; 8:16, 17).

(b) Distinction and Relationship in the Godhead

Christ taught a distinction of Persons in the Godhead which He expressed in specific terms of relationship, as Father, Son and Holy Spirit, and that this distinction and relationship as to its existence, is an eternal fact but as to its mode it is inscrutable and incomprehensible, being unexplained. (Luke 1:35; 1 Cor. 1:24; Matt. 11:25-27; 28:19; 2 Cor. 13:14; 1 John 1: 3, 4).

(c) Unity of the One Being, of Father, Son and Holy Spirit.

Accordingly, therefore there is that in the Father which constitutes Him the Father and not the son; there is that in the son which constitutes Him the Son and not the Father, and there is that in the Holy Spirit which constitutes Him the Holy Spirit and not either the Father or the Son. Therefore, the Father is the Begetter, the Son the Begotten; and the Holy Spirit is the One proceeding from the Father and the Son. Therefore, because these three eternally distinct and related Persons in the Godhead are in a state of unity and one in essence, there is but one Lord God Almighty and His name One (John 1:8; 15:26; 17:11, 21; Zech. 14:9).

(d) Identity and Co-operation in the Godhead.

The Father, the Son and the Holy Spirit are never identical as to Person; nor confused as to relation; nor divided in respect of the Godhead nor opposed as to co-operation. The Son is in the Father and the Father is in the Son as to relationship. The Son is with the Father and the Father is with the Son as to fellowship. The Father is not from the Son, but the Son is from the Father, as to authority. The Holy Spirit is from the Father and the Son, proceeding, as to nature, relationship, co-operation and authority. Hence no Person in the Godhead exists or works separately or independently of the others (John 5:17-30).

(e) The Title, Lord Jesus Christ.

The appellation “Lord Jesus Christ” is a proper name. It is never applied, in the New Testament, either to the Father or to the Holy Spirit. It therefore belongs exclusively to the Son of God (Rom. 1:1-3, 7; 2 John 3).

(f) The Lord Jesus Christ, God with us.

The Lord Jesus Christ, as to His divine and eternal nature, is the proper and only begotten Son of the Father, but as to His human nature, He is the proper Son of Man. He is therefore, acknowledged to be both God and man; who, because He is God and man, is “Immanuel,” God with us (Matt, 1:23; 1 John 4:2, 10, 14; Rev. 1:13, 14-17).

(g) The Title, Son of God.

Since the name “Immanuel” embraces both God and man in the one Person, our Lord Jesus Christ, it follows that the title, Son of God, describes His proper Deity, and the title, son of Man, his proper humanity. Therefore, the title, Son of God, belongs to the order of eternity, and the title, Son of Man, to the order of time (Matt. 1:21,23; 2 John 3; 1 John 3:8; Heb. 7:3;1:1-13).

(h) Transgression of the Doctrine of Christ.

Therefore, it is a transgression of the Doctrine of Christ to say that Jesus Christ derived the title, Son of God, solely from the fact of the incarnation, or because of His relation to the economy of redemption. Therefore, to deny that the Father is a real and eternal Father, and that the Son is a real and eternal Son is a denial of the distinction and relationship in the being of God: a denial of the Father and the Son; and a displacement of the truth that Jesus Christ is come in the flesh (2 John 9; John 1:1, 2, 14, 18, 29, 49; 8:57, 58; 1 John 2:22,23;4:1-5; Heb.12:3,4).

(i) Exaltation of Jesus Christ as Lord.

The Son of God, our Lord Jesus Christ, having by Himself purged our sins, sat down on the right hand of the majesty on High; angels and principalities and powers having been made subject unto Him, and, having been made both Lord and Christ, He sent the Holy Spirit; that we, in the name of Jesus, might bow our knees and confess that Jesus is Lord to the glory of God the Father. In the end, the son shall become subject to the Father, that “God maybe all in all” (Heb. 1:3; 1 Peter 3:22; Acts 2:32-36; Rom, 14:11; 1 Cor. 15: 24-28).

(j) Equal Honour to the Father and the Son.

Therefore, since the Father has delivered all judgment unto the Son, it is not only the express duty of all beings in heaven and in earth to bow the knee, but it is an unspeakable joy, in the Holy Spirit, to ascribe unto the Son all the attributes of Deity, and to give Him all the honour and the glory contained in all the names and titles of the Godhead (except those which express relationship, see paragraphs b, c, and d) thus honouring the Son even as we honour the Father (John 5:22, 23; 1 Peter 1:8; Rev. 5:6-14; Phil. 2:8, 9; Rev. 7:9, 10; 4:8-1 1).

3. The Resurrection of Christ

Christ did truly rise again from the dead and took again His body, with flesh, bones and all things appertaining to the perfection of Man's nature: wherewith He ascended into Heaven, and there sitteth until His Second Coming.

4. Angels

1. Classification

Angels were created as intelligent and powerful beings to do the will of God and worship Him (Psalm 103:20; Rev. 5:11, 12). However, Satan, the originator of sin, through pride fell and was followed by those angels who rebelled against God. These fallen angels or demons are active in opposing the purpose of God (Isa. 14:12-17; Ezek. 28:11-19; Eph. 6:11, 12; 1 Tim. 4:1; Jude).

Those who remained faithful continue before the throne, of God and serve as ministering spirits (Heb. 1:14).

2. The Believer and Demons

Demons attempt to thwart Gods purposes; however, in Christ, the believer may have complete liberty from the influence of demons (Heb. 2:14; I John 3:8; 4:1-4) He cannot be possessed by them because his body is the temple of the Holy Spirit in which Christ dwells as Lord (Matt. 6:24; 1 Cor. 6:19, 20).

4. Man, His Fall and Redemption

Man was created good and upright, for God said, "Let us make man in Our image and in Our likeness." But man, by voluntary transgression, fell, and his only hope of redemption is in Jesus Christ the Son of God (Gen. 1:26-31; 3:1-7; Rom. 5:12-21).

Man's fallen, hopeless, and helpless condition is at the foundation of the Christian religion, for, if man be not fallen; he needs no Saviour. The Word of God clearly reveals the fall and it is abundantly proven by the history of his earthly career. Man, as he came from the hand of his Creator, was perfectly holy and happy. In him shone the following attributes of the Deity--Love, Righteousness, Holiness, Justice, Goodness and Truth; but by one voluntary act, He entailed upon Himself the sure wages of sin, which is death--Death temporal--Death spiritual and Death eternal. Man's body, that day, became mortal. His soul became spiritually dead. Eternal death was ever imminent. His unhappy offspring, born in his image, inherited the same depravity in their nature and consequently entailed the sure wages of sin, which is death.

6. Sin

Sin is not simply the following of Adam but is the corruption of the nature of every man through the sin of our first parents passed down from, generation to generation, thus perpetuating this evil principle so that man is wholly gone from original righteousness and is of his own nature inclined to evil. Yes, all men have sinned and come short of the glory of God and are under condemnation and unable to please God without His grace.

7. The Atonement of Christ

Salvation has been provided for all men through the sacrifice of Christ upon the cross (Isa, 63:3-6; John 12:32, 33; 1 Peter 2:24). It is the only perfect redemption, propitiation, satisfaction and substitutionary atonement for all sins of the world, both original and actual. His atoning work has been proven by His resurrection from the dead (Acts 2:36; Rom. 4:25; 1 Cor. 15:14, 17, 20; Heb, 10:12; 1 John 2:2). Those who repent and believe in Christ are born again of the Holy Spirit and receive eternal life (Acts 20:21; 1 Peter 1:23, 25). Furthermore, in the atonement, divine healing was provided for all believers (Isa. 53:4, 5; Matt. 8:16b, 17).

8. Regeneration or the New Birth

Regeneration is the creative act of the Holy Spirit, whereby He imparts to the soul a new spiritual life. This is absolutely necessary to salvation and becomes a reality in experience through faith in Christ in response to the power of the Word of God, for as the Scripture saith, we are “born again, not of corruptible seed but of incorruptible, by the Word of God, which liveth and abideth forever” (1 Peter 1:23).

9. Repentance and Faith

The repentance required by Scripture is a change of mind toward God, and is the effect of the conviction of sin worked in us by the Holy Spirit. St. Paul summed up his gospel as “repentance toward God and faith toward our Lord Jesus Christ.” The faith which brings justification is simple reliance or dependence on Christ, which accepts Him as the sacrifice for our sins and as our righteousness. The instruments through which faith is created are the Word of God and the Holy Spirit.

10. Justification of Man

Justification is a judicial act of God whereby the sinner is declared righteous; thus we are pardoned and accounted righteous before God, only on the merit of our Lord and Saviour, Jesus Christ, by faith and not for our own works or deservings. “He who knew no sin was made sin for us, that we might be made the righteousness of God in Him.”

11. The Believer’s Obedience to God

The dangerous doctrine called Antinomianism, found in the early centuries of the Christian Church, is quite prevalent today, viz., that because grace is free the professing believer is exempt from moral obligations and thus can go on committing sins and living a spiritually indifferent life, still hoping all is well. All who make a Christian profession of conversion and later commit sins and go back into the world must repent of their sins and seek forgiveness through faith in the

cleansing blood of our Lord Jesus Christ in order to get right with God. It is true that God has promised to keep that which we have committed unto Him against that day (2 Tim. 1:12); also that we are kept by the power of God through faith unto Salvation ready to be revealed at the last time (1 Peter 4:4). But man's responsibility is shown in the first epistle of St. John, chapter 1, verse 7, where it distinctly states that "IF WE WALK IN THE LIGHT, as He is in the light, we have fellowship one with another, and the blood of Jesus Christ His Son cleanseth us from all sin."

12. Sanctification or the Holy Life

Entire sanctification is the will of God for all believers, and should be earnestly pursued by walking in obedience to God's Word (Heb. 12:14; 1 Peter 1:15, 16; 1 Thess. 5:23, 24; 1 John 2:6). In experience this is both instantaneous and progressive. It is wrought out in the life of the believer by his appropriation of the power of Christ's blood and risen life through the person of the Holy Spirit, as set forth in the Word.

13. The Baptism of the Holy Spirit

All believers are entitled to and should ardently expect and earnestly seek the promise of the Father, the baptism in the Holy Spirit and fire, according to the command of the Lord Jesus Christ. This was the normal experience of all in the early Christian church. With it comes the endowment of power for life and service, (Luke 24:49; Acts 1:4, 8; 1 Cor. 12:1-31). This experience is distinct from and subsequent to the experience of the new birth (Acts 8:12-17; 10:44-46; 11:14-16; 15:7-9). With the baptism of the Holy Spirit come such experiences as an overflowing fullness of the Spirit (John 7:37-39; Acts 4:8), a deepened reverence for God (Acts 2:43; Heb. 12:28), and intensified consecration to God and dedication to His work (Acts 2:42), and a more active love for Christ, for His Word, and for the lost (Mark 16:20).

The Evidence

The Baptism of believers in the Holy Spirit is indicated by the initial physical sign of speaking with other tongues as the Spirit of God gives them utterance (Acts 2:4; 10:46; 19:6).

Our Distinctive Testimony

We consider it a serious disagreement with the Fundamentals for any minister among us to teach contrary to our Distinctive Testimony that the baptism of the Holy Spirit is regularly accompanied by the initial physical sign of speaking in other tongues as the Spirit of God gives the utterance, and we consider it inconsistent and unscriptural for any minister to hold credentials with us who thus attacks as error our Distinctive Testimony.

14. The Lord's Supper

The Lord's Supper, consisting of the elements, bread and the fruit of the vine, is the symbol expressing our sharing the divine nature of our Lord Jesus Christ (2 Peter 1:4); a memorial of His suffering and death (1 Cor. 11:26); and a prophecy of His second coming (1 Cor. 11:26) and is enjoined upon all believers "until He comes."

15. Water Baptism

Water Baptism is an outward sign, seal or expression of an inward death, burial and resurrection, signifying the believer's identification with Christ, in that he has been planted in the likeness of His death, raised by the might of His power to walk in newness of life, yielding his members as instruments of righteousness unto God as those that are alive from the dead. It is not a saving ordinance, but is essential in obedience to the Gospel. Baptism, according to the Scripture, should be administered by single immersion, and according to the command of Jesus in Matt. 28:19.

16. The Church and its Mission

The Church is the body of Christ, the habitation of God through the Spirit, with divine appointments for the fulfillment of her great commission, Each believer, born of the Spirit, is an integral part of the general assembly and church of the firstborn, which are written in heaven (Eph. 1:22, 23; 2:22; Heb. 12:23).

Since God's purpose concerning man is to seek and to save that which was lost, to be worshipped by man, and to build a body of believers in the image of His Son, the priority reason-for-being of the Pentecostal Assemblies of Newfoundland and Labrador as part of the Church is:

- a. To be an agency of God for evangelizing the world (Acts 1:8; Matt. 28:19, 20; Mark 16:15, 16).
- b. To be a corporate body in which man may worship God (1 Cor. 12:13).
- c. To be a channel of God's purpose to build a body of saints being perfected in the image of His Son (Eph. 4:11-16; 1 Cor. 12:28; 14:12).

The Pentecostal Assemblies of Newfoundland and Labrador exists expressly to give continuing emphasis to this reason-for-being in the New Testament apostolic pattern by teaching and encouraging believers to be baptized in the Holy Spirit. This experience:

- a. Enables them to evangelize in the power of the Spirit with accompanying supernatural signs (Mark 16:15-20; Acts 4:29-31; Heb. 2:3, 4).
- b. Adds a necessary dimension to a worshipful relationship with God (1 Cor. 2:10-16; 1 Cor. 12-14).
- c. Enables them to respond to the full working of the Holy Spirit in expression of fruit and gifts and ministries as in the New Testament times for the edifying of the body of Christ (Gal. 5:22-26; 1 Cor. 14:12; Eph. 4:11, 12; 1 Cor. 12:28; Col. 1:29).

17. The Ministry and Evangelism

A divinely called and a scripturally ordained ministry is the provision of the Lord for the evangelization of the world and the edification of the Church (Mark 16:15-20; Eph. 4:11-13).

18. Divine Healing

Divine healing is an integral part of the gospel. Deliverance from sickness is provided for in the atonement, and is the privilege of all believers (Isa. 53:4, 5; Matt. 8:16, 17; James 5:13, 16.)

19. The Blessed Hope

The Resurrection of those who have fallen asleep in Christ and their translation together with those who are alive and remain unto the coming of the Lord is the imminent and blessed hope of the Church (1 Thess. 4:16, 17; Rom. 8:23; Titus 2:13; 1 Cor. 15:51,52). The Rapture, according to the Scriptures, takes place before what is known as the Great Tribulation. Thus, the saints, who are raptured at Christ's coming, do not go through the Great Tribulation.

20. The Millennial Reign of Christ

The second coming of Christ includes the rapture of the saints, which is the blessed hope, followed by the visible return of Christ with His saints to reign on the earth for one thousand years (Zech. 14:5; Matt. 24:27, 30; Rev. 1:7; 19:11-14; 20:1-6). This millennial reign will bring the salvation of national Israel (Ezek. 37:21, 22; Zeph. 3:19, 20; Rom. 11:26, 27) and the establishment of universal peace (Isa. 11:6-9; Psalm 72:3-8; Micah 4:3, 4).

21. The Final Judgment

There will be a final judgment in which the wicked will be judged according to their works. Whosoever is not found written in the Book of Life, together with the devil and his angels, the beast and the false prophet, will be consigned to everlasting punishment in the lake which burneth with fire and brimstone, which is the second death (Matt. 25:46; Mark 9:43-48; Rev. 19:20; 20:11-15; 21:8).

22. The New Heavens and New Earth

We, according to His promise, look for new heavens and a new earth wherein dwelleth righteousness (2 Peter 3:13; Rev. 21, 22).

23. Marriage and the Family

Marriage is a provision of God whereby a man and woman live together in a life-long relationship, (Gen. 1:27; Rom. 1:21-27; 1 Cor. 6:9-10), that is legally sanctioned by the state to enable both partners to meet their spiritual, physical and social needs. Marriage is endorsed by Scripture, (1 Cor. 7:1-2), and was sanctioned by Christ's presence at the wedding of Cana (John 2:1-11). It is intended to provide the wholesome expression of sexual desire, (1 Cor. 7:3-6; Heb. 13:4), companionship (Gen. 2:18) and support to both partners (Col. 3:19; 1 Peter 3:7).

Marriage is more than either a temporary relationship of convenience intended to provide personal pleasure or a contract that binds two people together in a legal partnership, it is a covenant relationship. Within a marriage a "one flesh" relationship is created which goes beyond a physical union to establish an emotional and spiritual oneness, and to provide for the procreation of children (Gen. 1:28; 2:24; 1 Cor. 6:15-17).

Marriage is to be an exclusive relationship that is maintained in purity (Eph. 5:3, 26, 27). It is intended by God to be a permanent relationship (Mal. 2:15-16; Matt. 19:4-6). It is a witness to the world of the relationship between Christ and His Church (Eph. 5:31-32).

Marriage requires a commitment of love, perseverance and faith. Because of its sanctity and permanence, marriage should be treated with seriousness and entered into only after counsel and prayer for God's guidance. Christians should marry only those who are believers (2 Cor. 6:14-15). An individual who becomes a believer after marriage should remain with his or her partner in peace, and should give witness to the gospel in the home (1 Cor. 7:12-14, 16).

The Bible holds family life as a position of trust and responsibility. The home is a stabilizing force of society, a place of nurture, (Eph. 6:4); counsel and safety for children.

24. Divorce and Remarriage

First: Marriage has been instituted and ordained by God. The marriage relationship is honourable and pure. God's original plan for marriage is that it be a permanent, monogamous relationship (Matthew 19:4-6).

We therefore, discourage divorce by all lawful means and teaching. Our objective is reconciliation and the healing of the marital union wherever possible. Marital unfaithfulness should not be considered so much an occasion or opportunity for divorce but rather an opportunity for Christian grace, forgiveness, and restoration. Divorce in our society is a termination of a marriage through a legal process authorized by the State. While the church recognizes this legal process as an appropriate means to facilitate the permanent separation of spouses, the church restricts the idea of divorce, in the sense of dissolution of marriage, to reasons specified in Scripture.

The weight of biblical record is negative and the explicit statement is made, "God hates divorce" (Malachi 2:16). Divorce is more an action of the courts which breaks the legal contract between partners in marriage. It is also the fracture of a unique human relationship between a male and female. Divorce has profound consequences for the children. Divorce is evidence of the sinful nature expressed in human failure.

Where all attempts at reconciliation have failed and a divorce has been finalized, we extend Christ's love and compassion.

Second: There are now among Christian people those who became entangled in their marriage relations in their former lives of sin, and who do not now see how these matters can be adjusted; therefore, we recommend that these cases be left in the hands of the Lord, and that they walk in the light as God lets it shine on their souls.

Third: Where the exceptional circumstance of Matthew 19: (except it be for fornication) exist or when a Christian has been divorced by an unbeliever, (1 Corinthians 7:15, 27, 28) we recommend that the question of remarriage be resolved by the believer as he or she walks in the light of God's Word.

Fourth: Remarriage is the union, legally sanctioned by the state, of a man and a woman, one or both of whom have been previously married. It is regarded as acceptable by the Scriptures in the event of the death of the former spouse. It is also regarded as acceptable when “porneia” or abandonment (believer by unbeliever) has been the cause of the dissolution of the previous marriage.

Fifth: Whereas divorced and remarried persons in the ministry can cause stumbling, reproach and division, whatever may have been the cause of divorce, therefore, we advise and recommend that our ministers and Assemblies do not accept to the Full Gospel Ministry those who have remarried and are now living in the state of matrimony, while former companions are living (1 Tim.3).

25. Tithing

Tithing was divinely instituted by God under the old covenant and was compulsory upon the people who worshipped God. Under the new covenant we are not bound by arbitrary laws, but the principles of right and wrong, as expressed by the law, are fulfilled in the believer’s life through grace. Grace should produce as much as or more than law demanded. Regular systematic giving is clearly taught in the New Testament and is an acknowledgement of the Lordship of Christ. It is known as the Grace of Giving. The gauge or rule of this systematic giving is defined in the Old Testament, known as the Law of Tithing. All Christians should conscientiously and systematically tithe their income to God.

ARTICLE VI. ORDINANCES AND PRACTICES

Section 1. Ordinances

- a) The Ordinance of Baptism by Immersion in water (Matt. 28:19) shall be available to all those who have repented of their sins.
- b) The Ordinance of the Lord's Supper shall be regularly observed as enjoined in the Scriptures (Luke 22:19-20; I Cor. 11:23-26).

Section 2. Practices

The practices observed by the Assembly are:

- a) Dedication of Children (1 Sam. 1:22, 26, 28; Matt. 19:13-15; Mark 10:13, 14, 16).
- b) Prayer for the Baptism of the Holy Spirit.

All believers are entitled to and should ardently expect and earnestly seek the promise of the Father, the Baptism in the Holy Spirit and fire, according to the command of our Lord Jesus Christ. This was the normal experience of all in the early Christian Church.

This experience, the Baptism in the Holy Spirit, is distinct from and subsequent to the experience of the new birth (Acts 8:12-17; 10:44-46; 11:14-16; 15:7-9).

The baptism of believers in the Holy Spirit is witnessed by the initial physical sign of speaking with other tongues as the Spirit of God gives utterance (Acts 2:4). The speaking in tongues in this instance is the same in essence as the gift of tongues (I Cor. 12:4-10, 28), but different in purpose and use.

- c) Prayer for the Healing of the Sick (Isa. 53:4, 5; Mat. 8:16, 17; James 5:14-16).
- d) Christian Marriage (Gen. 1:26, 27; 2:18, 24; Matt. 19:3-9; Rom. 7:1-3; Eph. 5:22-23).
- e) Christian Burial of the Dead (Rom. 8:14-19; I Cor. 15:20-58; II Cor. 4:13, 14; 5:10; Rev. 21:1-7).

f) Tithing

The practice of tithing is vital to the development of Christian character for it is a recognition of God's ownership. The practice of tithing assures God's blessing upon the tither when exercised in honour of God. It is the responsibility of the local Assembly to lead its people in accordance with God's will and purpose; thus, it shall be deemed necessary for the Pastoral Staff; Board members and all church officers to be known as conscientious tithers and thereby role models of faithful stewardship to the local Assembly, and to practice the same through the treasury of the local Assembly (the Workers' Tithe Fund in the case of pastors). (Mal. 3:1-12; I Cor. 16:2; Prov. 3:9-10; Deut. 26:2).

ARTICLE VII. MEMBERSHIP

Section 1. Eligibility

Membership in this assembly shall be open to all those who:

- a) Give evidence of their faith in the Lord Jesus Christ.
- b) Have attained the age of eighteen years.
- c) Regularly and consistently support the assembly financially through tithes and offerings.
- d) Regularly attend the services of the church.
- e) Subscribe to the doctrine standard as set out in this constitution.
- f) Live harmoniously with fellow believers in the assembly.
- g) Have attended this assembly for a minimum of six months after making a confession of faith in the Lord Jesus Christ.

or

present a letter of transfer from another assembly within the fellowship or other affiliated fellowship, and

- h) Fully accepts the assembly's constitution and by-laws.

Section 2. Categories of Membership

This assembly offers four categories of membership. They are:

- a) Regular Membership held by those meeting the qualifications given in Section 1 of this article.
- b) Junior Membership held by persons who meet the qualifications of Section 1 of this article with the exception that they be between the ages of 12 and 18. These members do not enjoy voting privileges in respect of assembly business.

c) Associate Membership (nonvoting) shall be available to persons who meet the following qualifications:

1. Those of 18 years or older who have a definite born-again experience.
2. Those persons who are in general harmony with the Statement of Faith of the Pentecostal Assemblies of Newfoundland and Labrador, as adopted by this Church.
3. Those who regularly attend this church, having done so for a period of at least six consecutive months.

Privileges of Associate Membership

4. Associate members, shall be given full privileges in the congregation except:
 - i. They shall not have a voice or vote in congregational business.
 - ii. They shall not be eligible for elective offices of the Board of Deacons and Departmental Heads.
- d) Student Membership held by students who are attending educational institutions in the city who desire a church home while away from home. Student members do not enjoy voting privileges in respect to Assembly business and this class of membership is not intended to replace that person's membership in his home church.

Section 3. Related Membership Matters

- a) Regular membership in this assembly is transferable.
- b) Membership in this assembly can be terminated, for just cause, by the church board.
- c) Members are subject to disciplinary action when just cause is established.
- d) All those who associate themselves with this assembly and are not members are deemed to be "adherents."

Section 4. Waiver of Claim

Notwithstanding all the provisions stated in connection with the granting of membership in this assembly, it is a further condition that acceptance of membership by an applicant constitutes acceptance of the condition that suspension of a member, and withdrawal of membership according to the provisions of this document shall not give the suspended member cause for legal action against the pastor or any member taking part in the suspension proceedings.

Acceptance of membership shall constitute acceptance of waiver by a member. All rights of legal action, causes of action, and all claims and demands against this assembly, or any member or officer of the Pentecostal Assemblies of Newfoundland and Labrador by virtue of suspension proceedings and withdrawal of membership or fellowship in this assembly under the foregoing provisions are waived.

ARTICLE VIII. OFFICERS

Section 1. Assembly Officers

There shall be a pastor, secretary, treasurer, and Board of Deacons. Other officers shall be added as may be needed.

Section 2. The Office of Pastor

The office of pastor shall be filled by one holding credentials with the Pentecostal Assemblies of Newfoundland and Labrador in accordance with the constitution and by-laws of Pentecostal Assemblies of Newfoundland. The office cannot be filled without the approval of this assembly's board acting in a manner consistent with this constitution and by-laws.

Section 3. The Board of Deacons

- a) The Board of Deacons, consisting of not less than three members, under the oversight and guidance of the Pastor, shall be responsible for the spiritual management of the Assembly. Of this Board of Deacons, one may be secretary and one the treasurer.
- b) The Deacons shall be persons of mature Christian experience and knowledge, who shall as closely as possible meet the requirements as set forth in I Timothy 3, and Titus 1.
- c) All matters of church government shall be carried on by the Board of Deacons except in matters requiring the approval of the entire body. In such cases they shall present their recommendations to the church for ratification. Members of the Board of Deacons shall be at least 21 years old, and shall have been members of the Assembly for at least six months.

ARTICLE IX. MEETINGS

Section 1.

Meetings for public worship shall be held on each Lord's Day and during the week as may be provided for under the direction of the Pastor and the Board of Deacons.

Section 2.

There shall be an annual business meeting of the assembly at which time the election of officers shall take place and reports of all officers shall be presented. This meeting shall be held in the first eight full calendar weeks of each year, the time and place shall be announced by the Pastor. Due notice shall be given in the two weeks immediately prior to the said meeting.

Section 3.

Special business meetings of the Assembly may be called, when necessary, after proper notice has been given by the Pastor or the secretary of the Assembly, provided the meeting has been agreed upon by a majority of the Board of Deacons. Special meetings may also be called by petition having been signed by not less than one-third of the active membership of the Assembly, the petition to be placed in the hands of the Pastor or the Secretary and announcement made on the two Sundays immediately prior to the date of meeting.

Section 4.

No record of any regular business meeting of the Assembly shall be made unless one-third or more active members shall be present to constitute a quorum.

Section 5.

No record of a voting meeting for the purpose of electing a Pastor or the creation of a ministerial or salaried staff position shall be made unless two-thirds or *more* active members shall be present to constitute a quorum.

Section 6. Board of Deacons

- a) Regular Meetings--The Board of Deacons, with the Pastor, shall meet monthly, if convenient to do so, for the transaction of routine business for the Assembly, time and place to be announced by the Pastor.
- b) A special Board Meeting shall be convened at the request of a simple majority of the board in which case the Pastor shall be notified and he shall take appropriate action.

ARTICLE X. NOMINATING COMMITTEE

A nominating committee shall be struck for the purpose of presenting a slate of qualified candidates to fill the various offices in the church. That committee shall consist of the Pastor, two board members and two non-board members drawn from the roster of regular members. This committee shall be struck and approved by the Pastor and board.

Regular members of the congregation shall have the right to submit nominations, in writing, to the nominating committee. All such submissions must be received no later than two Sundays before the scheduled date of the meeting in question and signed by the member making the nomination.

The duty of the nominating committee is to screen all nominated candidates on the basis of qualification for the office in question, in accordance with this constitution.

The nominating committee shall make every reasonable effort to present a minimum of two names for each position to be filled.

ARTICLE XI. DEPARTMENTS AND COMMITTEES

Section 1. Sunday School

There shall be a Sunday School created and conducted as a branch of the church activities.

Section 2. Church Ministries

There shall be Church Ministry Departments created under the supervision of the Pastor and Board of Deacons, which shall be conducted as branches of the church activities. Their policies shall be approved by the Pastor and Board of Deacons.

Section 3. Relationship

All departments and committees shall be subordinate to the Assembly and shall contribute to the harmony and development of the whole. They shall be under the general supervision of the Pastor and Board of Deacons, and the Pastor shall be an ex-officio member of all committees or departments. All departments shall have a nominating committee and shall submit a nominating committee report to the Church Board for acceptance prior to obtaining the consent of prospective candidates to allow their names to be presented for the respective positions, The appointment of all other department positions, including appointments to fill vacancies, shall also be approved by the Church Board prior to obtaining the consent of prospective candidates. All department officers shall be elected or appointed in the annual meeting of their respective departments.

ARTICLE XII. FINANCES

All funds for the maintenance of the Assembly shall be provided by the voluntary contributions of the tithes and offerings of the members and friends of the organization. Offerings shall be accepted by the Assembly at such times and in such ways as agreed upon by the Pastor and Board of Deacons, and shall be administered by the treasurer under their direction.

All financing transactions with banks and other financial institutions must be made in the name of this local assembly in agreement with the general policies set forth by the Pentecostal Assemblies of Newfoundland and Labrador.

The following officers are authorized to sign: the treasurer, the secretary, and the Pastor. The signatures of any two are required to validate cheques and notes. All other business transactions shall be carried out in a manner consistent with prearranged internal policies determined by the Pastor and board.

ARTICLE XIII. PROPERTY

All real estate owned by this Assembly shall be vested in the name of the Pentecostal Assemblies of Newfoundland and Labrador held in trust for the Assembly.

In the matter of disposing of any real property of this Assembly, this congregation shall be subject o the property regulations in force from time to time by the By-laws of the Pentecostal Assemblies of Newfoundland and Labrador.

BY-LAWS

ARTICLE I. DUTIES OF OFFICERS

Section 1. The Pastor

The Pastor, as overseer of the assembly shall direct all its activities. He/she shall act as chairman of all business meetings of the assembly, and of the Board of Deacons. He/she shall be ex-officio member of all committees and departments. He/she shall provide for all services of the assembly. The Pastor's discretion in inviting special speakers for short-term engagements shall be honoured unless extraordinary circumstances dictate otherwise, No person shall be invited to speak or preach in the assembly without his approval. No congregational or Board of Deacons meeting shall be held in his/her absence without his/her written authorization, except as otherwise provided in this Constitution and By-laws.

Section 2. The Secretary

The secretary shall be custodian of the records of the various meetings of the Board of Deacons and of the congregational meetings in record books provided for that purpose. He/she shall preserve the records of the assembly, prepare reports and conduct correspondence at the request of the Pastor or Board of Deacons.

When the Pastor so requests or in the effective absence of the Pastor, he/she shall be recognized as the official channel of liaison, between the assembly and general conference, under the direction of the Board of Deacons.

He/she shall forward annual reports of membership on forms provided to the General Secretary of the Pentecostal Assemblies of Newfoundland.

Section 3. The Treasurer

The treasurer shall be the custodian of the general funds of the assembly and shall deposit same in a chartered bank in the name of the assembly and shall disburse such funds as authorized by the Board of Deacons. The treasurer shall keep an accurate record of accounts and present a financial statement at the annual congregational meeting and at any other time when requested to do so by the Board of Deacons or the congregation. The books shall be audited prior to the annual congregational meeting by an auditor appointed by the Board of Deacons. He/she shall forward a copy of the annual financial statements to the General Treasurer of the Pentecostal Assemblies of Newfoundland.

Section 4. The Board of Deacons

- 1) The Board of Deacons shall have the concern of the general interests of the Assembly.
- 2) They shall assist in the administration of the Lord's Supper and Baptismal services at the discretion of the Pastor.
- 3) They shall assist in visitation and prayer for the sick at the discretion of the Pastor.

- 4) They shall have the chief care of the poor of the congregation.
- 5) They shall see that the property is kept in good condition.
- 6) They shall superintend the ushering and janitorship.
- 7) It shall be the duty of the Board of Deacons, in accordance with General Conference policy, to see that the Pastor and any employees of the Assembly are adequately remunerated, taking into consideration the cost of living and the Assembly's financial ability.
- 8) They shall see that all funds of the Assembly are properly handled.
- 9) The Board of Deacons may be convened at any time by the Pastor for the transaction of the Board of Deacons business.
- 10) A majority of the Board of Deacons shall have the right to ask the Pastor to convene a Board of Deacons meeting. A majority of the membership of the Board of Deacons shall constitute a quorum, provided that all members have been duly notified of the meeting.

Section 5. Other Officers

Duties of all departmental officers shall be determined by the Constitution and By-Laws of the various departments.

Section 6. Divorce and Remarriage

- a) There are among us Christian people who became entangled in their marriage relations in their former lives of sin and do not see how these matters can be adjusted. We recommend that these people be received into the membership of our local assemblies and that their marriage be left in the hands of the Lord. In no case are persons to be received as members who are living in a cohabitation state of matrimony.
- b) Where the exceptional circumstance of Matthew 19: (except it be for fornication) exist or when a Christian has been divorced by an unbeliever, (1 Corinthians 7:15, 27, 28) we recommend that the question of remarriage be resolved by the believer as he or she walks in the light of God's Word.
- c) The New Testament restricts divorced and remarried believers from the church offices of bishop/elder and deacon. Be it constitutionally understood this standard be upheld by all our assemblies (I Tim. 3:12, Titus 1:5-9). However, other opportunities for Christian service for which they may be qualified may be made available to them.

ARTICLE II. ELECTION, APPOINTMENTS, VACANCIES

Section 1. Pastor – Election

The Pastor shall be appointed or elected for a term consistent with Article IX of the By-laws of the Pentecostal Assemblies of Newfoundland and Labrador.

Section 2. Pastor - Re-election

The Pastor having been appointed or elected for a definite period of time, such as six or three years, the tenure of his/her office shall terminate at the end of his term of service. The Pastor has the first option to submit his/her name to the assembly for re-election. It would then be necessary to vote for his/her re-election by a two-thirds majority vote, just as though his/her name came before the assembly for the first time.

Section 3. Pastor – Resignation

The Pastor may resign by giving one month's written notice to the General Superintendent of the Pentecostal Assemblies of Newfoundland and Labrador and to the secretary of the assembly.

Section 4. Pastor – Vacancies

Should the pastorate become vacant the General Superintendent or his/her authorized representative, shall in consultation and co-operation with the Board of Deacons, arrange to supply the pulpit with suitable interim ministry until such time as a new Pastor has been duly installed.

Section 5. Pastor - Removal Prior to Completion of Term

- a) When difficulties have arisen between the Pastor and the assembly which do not involve his credentials but only his position as Pastor and which apparently cannot be resolved at the local level, the Board of Deacons or a quorum of not less than fifty percent of the regular members of the assembly, shall have the right to appeal to the General Executive of the Pentecostal Assemblies of Newfoundland and Labrador. The appeal from the assembly shall be via the secretary of the board after receipt of the request in writing. That request shall contain the requisite number of names constituting the quorum aforementioned. The Pastor's refusal to call a meeting of the church board to discuss the matter of his/her tenure under the conditions above, shall constitute the board's right to appeal to the General Executive of the Pentecostal Assemblies of Newfoundland and Labrador.

If a satisfactory settlement cannot be reached, the General Superintendent of the Pentecostal Assemblies of Newfoundland and Labrador shall call a congregational business meeting concerning the matter and that meeting shall be chaired by the General Superintendent of the Pentecostal Assemblies of Newfoundland and Labrador or his/her duly authorized representative.

A two-thirds majority vote of the quorum present shall constitute a referral of the matter to the adjustment committee. In the event the Pastor is retired he shall be remunerated for all earned pay, including holiday pay and will have the use of the parsonage for one month from the date of the decision or resignation.

- b) Allegations in matters involving his right to hold Pentecostal Assemblies of Newfoundland and Labrador credentials, his/her morality, integrity or doctrinal soundness, must be made to the General Secretary and properly signed by one or more members willing to appear in person and give testimony concerning the charges. Charges thus preferred shall be dealt with according to the provisions made in the Constitution and By-laws of the Pentecostal Assemblies of Newfoundland and Labrador.

Section 6. Board of Deacons

- a) Secretary and Treasurer - These shall be official members of the Board of Deacons. They shall be chosen from the membership of the Assembly and shall be nominated by a nominating committee and shall be elected by a majority vote at the annual business meeting.

Terms of office shall be staggered to ensure that at no time will the Secretary and Treasurer positions be vacant simultaneously.

Each term shall be three years, except at the inception of this scheme and when realignment of terms is deemed necessary by the pastor and the Board of Deacons. These positions are eligible for continuous reelection.

- b) Other Deacons - These shall be chosen from the membership of the Assembly. They shall be nominated by a nominating committee and shall be elected by a majority vote at the annual business meeting.

Terms of office shall be staggered to ensure that at no time will all board positions be vacant simultaneously.

Each term may be three years except at the inception of this scheme and when re-alignment of terms is deemed necessary by the pastor and the Board of Deacons. After two terms they are ineligible for re-election for one year.

- c) Deacon Vacancies - Membership on the board shall cease if a member shall resign, move away, or cease to be a member of the church during his term of office. The remaining members of the Board, at their discretion, may choose to leave the position(s) vacant until the next annual business meeting. On the other hand, they may choose to make an interim appointment(s) until the next annual business meeting. At the next annual business meeting a new member will be elected into the vacated position to complete the former member's term.

Section 7. Other Staff Appointments

- a) Staff requirements. The requirement of additional staff shall be addressed by the Pastor and church board as needs arise. The appointment of volunteers and of non-salaried service staff shall be the responsibility of the Pastor and board.

Creation of staff positions. The creation of positions for ministerial and salaried staff shall be subject to congregational approval after recommendation by Pastor and board. That approval is to be sought at a congregational meeting. The decision to create either a ministerial or other salaried staff position shall require a two-thirds vote of the total votes cast.

Appointments. Appointment of ministerial and salaried staff shall be made by the Pastor and church board subsequent to creating the position.

- b) The terms and conditions related to the various positions shall be determined by the Pastor and board.
- c) Pastoral staff may attend board meetings and contribute but may not vote.

Section 8. Other Staff—Termination

- a) The employment of salaried service staff may be terminated by either party giving a minimum of two full weeks' written notice to that effect. In either case, the requirements of the Canadian Labour Code shall be met.
- b) The services of salaried, pastoral staff may be terminated by either party giving a minimum of thirty days' written notice to that effect. In either case, all earned pay and holiday pay shall be given forthwith, unless extenuating circumstances to the contrary exist. If the church is providing housing, those facilities shall be available for use for a period of thirty days from the date of termination of services.

ARTICLE III. MEMBERSHIP

Section 1. Standard of Membership

The standard of membership of this Assembly shall be:

- a) Evidence of a genuine experience in regeneration (the new birth). John 1:12, 13; 3:3-8; I Peter 1:18-25.
- b) Evidence of a consistent Christian life. Rom. 6:4; 8:1-4; 13:13, 14; Eph. 4:17-32; 5:1, 3, 15; I John 1:6,7
- c) To fully subscribe to the tenets of faith as set forth in the Constitutional rules of order adopted by the Assembly.
- d) Willingness to contribute regularly to the support of the Assembly through tithes, and offerings accordingly.

Section 2. Official Announcement of Membership Qualifications

Twice per year, the qualifications for membership in the Assembly shall be posted conspicuously for the benefit of individuals wishing to apply for membership. The time of this posting shall be officially announced from the pulpit.

Section 3. Procedures -- Application for Membership

Anyone wishing to apply for membership may do so by making his/her intention known to the Pastor. The Pastor shall then examine the applicant according to his qualifications for membership and present that name, with a recommendation, to the membership committee, who shall act upon said recommendation and render a final decision. The applicant shall be notified by the Pastor as to the acceptance or denial of his/her application. In the event of a denial, a substantial reason will be given as pertaining to the qualifications laid down in this Constitution and By-Laws.

Section 4. Membership Committee

The membership committee shall be composed of the church board and the Pastor. This committee shall process applications for membership. This committee shall conduct relevant investigations to ascertain the candidates' acceptability for membership, as may be deemed necessary.

The names of candidates found acceptable shall be posted. The accepted candidates shall have the choice of being publicly accepted into fellowship at any of the regular Sunday services. The names of all accepted candidates shall be added to the roster of regular members.

Section 5. Remedial Board

(1) There shall be a remedial board of not less than three (3) members who are not members of the Board of Deacons. The Board of Deacons shall appoint a chairperson: from the three members. The board is to be elected at the Annual Business Meeting from a list of nominees put forward by the Nominating Committee. Their term of office shall be for three years from the time of election.

Section 6. Transfer/Severance of Membership

Members in good standing who may wish either to sever relationships or to transfer from this assembly, may apply to the secretary for a letter to that effect. That letter shall be granted by the Pastor and church board in accordance with Article III, Section 17. That letter shall be signed by the Pastor and the secretary of the assembly.

Section 7. Duties of Members

The duties of members are:

- a) To live a consecrated life and not contaminate oneself with the world (II Peter 1:4-8; I Cor. 6:9-11; Acts 8:4).
- b) To win souls for Christ (Acts 8:4).
- c) To honour, respect and support the Pastor (I Thess. 5:12, 13; Heb. 13:17; I Cor. 9:12-14).
- d) To contribute to the support of the work with tithes and offerings (Mal. 3:10; Matt. 23:23).
- e) To attend regularly the services of the church.

- f) To observe Sunday as the Lord's Day.
- g) To establish a family altar in the home, as conditions permit.
- h) To vote in the business sessions of the Assembly, seeking Gods guidance for every decision.
- i) To respect and submit to the authority and procedures of the church as expressed in the Church Constitution and By-Laws.

Section 8. The Privileges of Members

The privileges of members are:

- a) To receive the ministry of the Word from the Pastor (Acts 20:27, 28).
- b) To receive visits from the Pastor.
- c) To take part in the activities of the Assembly.
- d) To participate in ordinances of the Assembly.
- e) The eligibility of appointment or election to Assembly offices.
- f) To receive the benefits of all the ministries of the church.
- g) To freely express opinions, ideas, suggestions, criticisms, etc., insofar as this constitution and the limits of good Christian attitude and conduct allow.

Section 9. The Member's Responsibility to Other Members

- a) To visit the sick, help the needy, comfort those in trouble and strive to maintain harmonious relationships with all (I Thess. 5:14; Heb. 12:14; James 1:27; Matt. 25:35-40).
- b) To pray for a member overtaken in a fault (1 John 5:16).
- c) To withdraw from those who cause divisions (Rom. 16:17; II Thess.3:6, 7; 3:16).

Section 10. The Member's Responsibility Toward The Unconverted

The member's responsibility toward the unconverted are:

- a) To live a holy life and give witness to the power and grace of God (I Peter 2:9, 12, 15; I Thess. 5:22; Matt. 5:13-16).
- b) To present the Gospel to the unsaved and pray for their salvation (II Cor. 5:18; I Tim. 2:1-7).
- c) To manifest the love of Christ (Matt. 5:43-48).

Section 11. Resolutions of Disputes Amongst Members

Disputes amongst members of the church should, as much as possible, be resolved in accordance with principles set out in Matt. 18:15-20, Luke 17:3 and Gal. 6:1. Without limiting the generality of the said passages of Scripture, the following procedure should be adopted as a dispute occurs amongst members of the church:

- (a) A member who believes that he or she has been wronged by another member for whatever reason shall confront such member with an explanation of the wrong which is alleged to have occurred.
- (b) If the member so confronted does not listen to the member who has confronted him or her, or if the matter is not resolved, then the member who is alleged to have been wronged shall confront the member who is alleged to have caused the wrong in the presence of one or two members of the church.
- (c) If the member who is alleged to have done the wrong still does not listen to the allegation or if the dispute is not resolved, then the member who is alleged to have been wronged shall refer the matter to the Pastor, or in his absence to the chairman of the Remedial Board.
- (d) The Pastor, or in his absence the chairman of the Remedial Board, shall then confront the member who is alleged to have caused the wrong either on their own or in conjunction with a Christian mediator in an attempt to resolve the dispute, failing which the matter shall be referred to the Remedial Board pursuant to the procedure for discipline of members set out herein.

Section 12. Restoration Through Discipline

Christ's exhortation to watch over one another and to bear one another's burdens in the spirit of meekness and love shall be foremost in the minds of the Board of Deacons and the Remedial Board who are charged with the responsibility for discipline of members. The primary aim of discipline shall be the restoration of the offender to fellowship with God and with the church. The church maintains not only the right but the duty to practice such discipline in a Christian manner. In administering discipline, care shall be taken to ensure that the members of the church maintain a worthy witness of their faith before the world both for the sake of the spiritual life of each member and for the testimony of the church.

Section 13. Circumstances Giving Cause For Discipline

A member of the church shall be deemed to be under the discipline of the church if any of the following circumstances occur:

- (a) a member has evidenced unethical or immoral conduct or behaviour that in the opinion of the Board of Deacons is contrary to biblical principles;
- (b) a member's conduct, in the opinion of the Board of Deacons, evidences an unwillingness to either comply with, adhere to or submit to the authority or procedures set out in the church constitution herein or;
- (c) a member has wronged another member and has not resolved such wrong through the mechanism for dispute resolution set out in Article III, Section 10.

Section 14. Procedure For Discipline

1. No allegation giving rise to disciplinary action against a member pursuant to the preceding paragraph shall be considered by the church unless such allegation is first set out in a signed written statement given to the Pastor indicating the nature of the allegation and providing an explanation of the basis upon which the allegation is made.
2. If the Pastor determines on a preliminary basis that the written allegation is without merit, then the allegation shall be deemed to be invalid and no disciplinary action against the member shall proceed.
3. If the Pastor determines on a preliminary basis that the written allegation warrants further investigation, then the allegation shall be referred in writing to the Remedial Board for a hearing and the member against whom the allegation is made (referred to as the “subject member”) shall be deemed to be under the discipline of the church.
4. To ensure that the remedial ministry of church discipline to the subject member and to the congregation is completed, any request or notice of withdrawal from membership in the church by the subject member while under discipline shall not become effective until after the discipline proceedings provided for herein have been finalized.
5. The Remedial Board shall as soon as possible convene a hearing to further consider the allegation. The subject member shall be given fourteen (14) days written notice (which period of time shall include the date of mailing but shall exclude the date of the hearing) by registered and regular mail at his or her last known address, of the date, time and place at which the hearing will be held as well as his or her right to attend such hearing and be heard. The notice shall briefly explain the nature of the allegation and advise the subject member that the allegation will be considered by the Remedial Board at that hearing.
6. The subject member shall be entitled to attend before the hearing to listen to the details of the allegation made and to respond thereto. The hearing shall be conducted as an inquiry by the Remedial Board. The hearing shall not be open to the public nor to members or adherents of the church. However, the subject member shall be entitled to be accompanied at the hearing by two members of the church who may act as observers during the hearing but who shall not participate.
7. Both the subject member and the Remedial Board may call any witnesses or evidence that is relevant to the allegation being made. No party to the hearing shall be represented by legal counsel.
8. There shall be an equal allocation of time for presentations by both the Remedial Board and the subject member. The board may designate a time limitation on the hearing, provided that such limitation is applied equally to the presentation by both the Remedial Board and the subject member and provided further that notice of such limitation of time is given to the subject member in the written notice by which the subject member was given notice of the hearing.
9. All evidence presented before the hearing shall be kept confidential, except such summary facts that the Board of Deacons in consultation with the Remedial Board determines needs to be given to the membership of the church at a subsequent meeting of members.

10. At the end of the hearing, the Remedial Board shall convene in private to deliberate on the evidence presented. A two thirds majority vote by the members of the Remedial Board present at the hearing shall be required to conclude that the allegation is true, failing which the allegation will be deemed not to be proven with the result that the subject member shall no longer be subject to disciplinary proceedings by the church and shall be reinstated as a member of the church in good standing.
11. In the event that the Remedial Board determines that the allegation is true, then the Remedial Board and the Board of Deacons shall meet jointly and determine the appropriate disciplinary action to be implemented pursuant to a two thirds majority vote. Disciplinary action shall be determined and implemented with the intent of both protecting the integrity of the ministry of the church and restoring the subject member into fellowship pursuant to the principles set out in Luke 17:3 and Gal. 6:1.
12. The boards may implement any disciplinary action in relation to the subject member that is deemed appropriate, including but not limited to the removal of the subject member from positions of leadership or teaching within the church, the prohibition of offending conduct or behaviour, the requirement that the subject member evidence an attitude of submission to the authority of the church or a spirit of contrition or the termination of membership. Termination of membership in the church, however, will be deemed appropriate only where, in the opinion of the Remedial Board and Board of Deacons, no other reasonable alternative disciplinary action is available.
13. The secretary of the Board of Deacons shall send written notification to the subject member of the decision made by the board by registered and regular mail addressed to the subject member at his or her last known address within ten (10) days of a decision having been made together with a succinct summary of the reasons therefore.
14. In the event that the decision of the combined boards is to terminate the subject member's membership in the church, then the subject member shall automatically cease to be a member of the church upon the date that the decision by the combined boards is made.
15. No pronouncement on matters of discipline by the church shall be made unless given orally from a prepared text at a members meeting and only after careful and sober consideration has been made by the Board of Deacons to avoid, as much as possible, undue or unnecessary embarrassment to the subject member or other prejudicial consequences to either the subject member, his family or to the church as a whole.
16. A member of the church who has been disciplined or whose membership has been terminated shall not be barred from public worship services unless his or her presence is disruptive to the peaceful proceedings of the public worship service as determined in the sole opinion of the Board of Deacons in which event such individual agrees that he/she may be removed from such public worship service without the necessity of legal action, whether or not such individual is at that time a member of the church.

Section 15. Appeal Process

1. In the event a complainant believes that the decision of the Minister to “dismiss an allegation as being without merit” as per Article III, Section 14:2, 3, is unjust, he/she may appeal to the Remedial Board. The decision of the Remedial Board not to have a hearing, shall be final.
2. In the event an alleged member is not pleased with the results of a hearing by the Remedial Board he/she may appeal the decision to the Board of Deacons. The appeal must be made not later than 10 days following the decision of the hearing by the Remedial Board.

Section 16. Appeal Waiver

Notwithstanding anything else contained herein, membership in the church is given upon the strict condition that disciplinary proceedings or any other proceedings arising out of the church constitution shall not give a member cause for any legal action against either the church, the Pastor, any associate Pastor, any staff member of the church, any deacon, any officers, or any member of the church, and the acceptance of membership in the church shall constitute conclusive and absolute evidence of a waiver by the member of all rights of action, causes of action and all claims and demands against the church, the Pastor, any associate Pastor, any staff member of the church, any deacon, any officer or any member of the church in relation to disciplinary proceedings or any other proceedings arising out of the church constitution and this provision may be pleaded as a complete estoppel in the event that such action is commenced in violation hereof.

Section 17. Withdrawal And Removal Of Membership

1. A request or notice of withdrawal from membership by a member who is under discipline shall become effective only after the disciplining proceedings provided for herein have been completed.
2. Every individual withdrawing from membership in the church must do so by notification to the Board of Deacons in writing together with a written explanation of the reasons for the request for withdrawal from membership. In response the Board of Deacons shall provide opportunity for the member to discuss his/her concerns with the board or its delegates.
3. Upon receipt of such request for withdrawal of membership and upon the Board of Deacons confirming that such individual is not under discipline of the church, such individual shall be removed from the membership roll of the church. If a member is under the discipline of the church, then notwithstanding his or her request for withdrawal from membership, such individual shall continue as a member and be subject to the authority of the church until such time that such individual is no longer under the discipline of the church.
4. In the event that a member for a period of six months is either habitually absent from the church or displays a significant lack of interest in the church, the Board of Deacons in their sole discretion may place that individual’s membership in the church on the inactive role, provided that the Board of Deacons has first sent written notice by registered and regular mail to such individual prior to that individual’s membership being placed on the “inactive” role.

5. A member who is on the inactive role may request that his or her membership in the church be reinstated onto the active role of members, in which event the Board of Deacons in their sole discretion shall determine whether such request shall be granted.
6. In the event that a member has been on the “inactive” role of members of the church for a period of one (1) year, or more then the Board of Deacons may in their sole discretion, terminate that individual’s membership in the church by a resolution passed by a majority of the deacons present at such meeting, in which event the secretary shall send written notice by regular and registered mail to such inactive member at his or her last known address to advise such individual of their termination of membership in the church. That member’s membership in the church shall be deemed to have ceased on the date of such resolution by the Board of Deacons.

ARTICLE IV. BUSINESS MEETINGS AND VOTING PROCEDURES

Section 1. Types of Business Meetings

Business meetings shall be of two general types: General Membership Business Meetings and Church Board Meetings.

Section 2. General Membership Business Meeting

- a) A quorum for annual general membership business meetings shall consist of one-third of the active membership.
- b) A quorum for "Pastor - Election" meetings shall consist of two-thirds of the active membership.
- c) A quorum for "Special Projects Involving Major Expenditures" and "Creation of Position" meetings shall consist of two-thirds of the active membership.
- d) Notwithstanding Section 2c, situations wherein a meeting has been duly scheduled and announced and a two-thirds quorum is not present an “alternate meeting” shall be scheduled within fourteen (14) days. The quorum in the “alternative meeting” shall be a simple majority.
- e) Disposition of a duly moved, seconded and discussed motion, shall be by a vote indicated by standing, raising hands, or responding aye/nay. If the nature of the matter is of sufficient importance, the meeting can indicate the need for a secret ballot by an informal show of hands to that effect.
- f) Votes by secret ballot shall be held on decisions concerning the following matters:
 1. the call, extension of tenure or dismissal of the Pastor.
 2. the creation of a pastoral or salaried staff position.
 3. decisions to embark upon special projects involving major expenditures.
 4. election of church officers.
 5. amending this Constitution and By-Laws.

- g) Motions relating to 1, 2, 3, and 5 above shall be carried when a minimum of two-thirds of the votes cast are in favour of the motion.
- h) Notwithstanding Section 2g, motions related to 2 and 3 shall be carried in an “alternative meeting” (Section 2d) wherein a minimum of 80% of the votes cast are in favor of the motion except wherein the members present is greater than 60% but less than 66 2/3%, at which time the motion shall be carried when a minimum of 75% of the votes cast are in favor of the motion. When the numbers present in the alternative meeting meet or exceed the 66 2/3% quorum the motion shall be carried when the minimum of two-thirds of the votes cast are in favour of the motion.
- i) Motions relating to 4 above shall be carried when a simple majority of the voting members present vote in favour of the motion.
- j) Voting relating to 1, 2 and 3 above may be facilitated through a duly called advance poll to accommodate members who will be unavoidably absent from the meeting.
- k) Incapacitated members may be accommodated by exercising their right to vote on motions related to 1, 2 and 3 above in the presence of duly appointed board members who shall deliver the votes to the scrutineers in a sealed envelope at the voting meeting.

Section 3. Voting Procedures for the Election of Church Officers.

A member shall have one vote for each vacancy. Election to office shall be determined by a simple majority vote. In the event that a simple majority for the vacancy is not obtained on the first ballot, the candidate with the lowest number of votes shall be eliminated and voting continued with the name receiving the least number of votes being dropped on each succeeding ballot until an election is declared. In the event of a tie, the chairperson may cast a tie-breaking vote or determine the procedure to follow.

Section 4. Board of Deacons Meetings

Board Meetings

A quorum for board meetings shall consist of a simple majority of the total number of board members.

Section 5. Order of Business

The order of business for the annual congregational business meeting shall be:

- a) Devotional
- b) Reading of previous minutes by the secretary
- c) Reports
- d) Unfinished business
- e) Election of officers
- f) New Business
- g) Adjournment

Section 6. Rules of Order

In order to expedite the work of the church and to avoid confusion in its deliberations, the business meetings shall be governed by *Roberts Rules of Order*, in keeping with the spirit of Christian love and fellowship.

Section 7. New Business Portion of the Agenda

Items of NEW BUSINESS for the congregational business meetings should be submitted in writing to the board a minimum of 30 days prior to that meeting.

ARTICLE V. RESPONSIBILITIES TO OUR CO-OPERATIVE FELLOWSHIP

Section 1. Home and Foreign Missions

Recognizing the Great Commission of the Lord Jesus Christ as stated in Matt. 28 and in Mark 16, we will as an Assembly encourage support of the Missionary cause, and as a matter of official policy will take not less than one Missionary offering during each month.

Section 2. Pastors' Benevolent Fund

In support of the Pastors' Benevolent Fund of the Pentecostal Assemblies of Newfoundland and Labrador, we will remit monthly one half of one percent of the General Income of the Assembly.

Section 3. Assembly Tithing

Whereas the General or Head Office of the Pentecostal Assemblies of Newfoundland and Labrador renders services to our Fellowship that are vital, therefore, recognizing this fact, we accept this principle of supporting the Administrative costs of the General Office of the Pentecostal Assemblies of Newfoundland and Labrador with our Assembly tithe.

Section 4. Conventions and Conferences

This assembly shall recognize duly called conventions and conferences and shall consider time spent at these conventions and conferences by the Pastor as assembly business. Time spent at conventions and conferences duly called in no wise deduct from the annual vacation of the Pastor, and expenses incurred in attending these meetings shall be covered by the assembly.

**ARTICLE VI. AMENDMENT OF THIS CONSTITUTION AND
BY-LAWS**

Amendments to this constitution and by-laws require ratification by two-thirds of the members in attendance. Voting shall be by secret ballot at a duly called annual congregational business meeting or a meeting called for that purpose provided that:

- a. the proposed amendment(s) were presented to the Pastor and board, in writing, not less than 30 calendar days prior to the meeting date.
- b. copies of the amendment(s) were made available by the secretary to each regular member a minimum of two Sundays prior to the meeting date.
- c. announcements were made on at least two consecutive Sundays prior to the scheduled meeting date.

Any amendment deemed to be contrary to the regulations of the General Conference, or the Constitution and By-laws of the Pentecostal Assemblies of Newfoundland and Labrador shall not be valid and will not be entertained. That decision shall be made by the Pastor and church board.