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**By-Laws of
ALL SAINTS CCU
Amended December 7, 2003**

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**ARTICLE I.
NAME AND DEFINITIONS**

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- A. The name of this church shall be "ALL SAINTS CHRIST'S CHURCH UNITED."
 - B. All Saints Christ's Church United was accepted for affiliation with Christ's Church United, Ltd as of January 19, 2003.
 - C. Hereafter, when the terms "All Saints CCU," "ASCCU," "the local church," or "this church" appear, the reference is to All Saints Christ's Church United.
 - D. Hereafter, when the terms "denomination" or "CCU" appear, the reference is to Christ's Church United.
 - E. Hereafter, when the term "Area" appears, the reference is to the Area sub-groupings within the denomination to which All Saints CCU may be assigned.
 - F. Hereafter, when the terms "congregation" or "membership" appear, the reference is to those members as defined in Article IV, Section C of the denomination By-Laws.
 - G. Hereafter, when the word "friends" appears, the reference is to those "friends of the local church" as defined in Article IV Section C4c of the denomination By-laws.
 - H. Hereafter, when the term "SOP" appears, the reference is to the Standard Operating Procedures of this local church.
 - I. Hereafter, when the terms "Pastor" or "Senior Pastor" appear, the reference is to the person serving as Pastor and includes the responsibilities as Moderator for the Board of Directors.

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**ARTICLE II.
VISION, MISSION AND GOALS**

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Valuing the priesthood of all believers, All Saints Christ's Church United subscribes to the vision, mission and goals as written in the By-Laws of CCU, namely:

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- A. To make alive the redemptive love of Jesus Christ to all people.
 - B. To promote an effective means for the sharing of Christ's message of love and salvation to all persons. This includes extra efforts to reach those often excluded from that message due to the prejudice referred to by Christ and scripture as the "least of these" or the "strangers among us."
 - C. To be a church that is open for all who embrace or are seeking Christ, to connect individuals with the life-changing Gospel of Christ in positive and practical ways, and to assist in the

1 development of healthier lives and relationships.

2 **D. COVENANT:**

3
4 *Promoting the worship of our Lord God as exemplified by the life and the teachings of Jesus*
5 *Christ; striving to meet the spiritual needs of the total community; setting a Christ-like example,*
6 *individually and collectively; furthering causes of social responsibility, justice and peace;*
7 *forming a fellowship of individuals of diverse backgrounds, recognizing that there are no*
8 *barriers between God and God's children, and realizing the full potential of a Christian-*
9 *centered ministry that relies upon the power of **intercessory prayer**.*

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11 **ARTICLE III.**

12 **DOCTRINE, SACRAMENTS AND RITES**

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14 **A. DOCTRINE:**

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16 Christianity is the revelation of God in Jesus Christ as set forth in the Holy Bible. The Holy
17 Bible is the divinely inspired Word of God, showing forth God to every person through the
18 law and prophets, and finally, completely and ultimately on earth in the being of Jesus Christ.

19
20 Our Statement of Faith is based upon the principles outlined in the historic creeds: Apostles
21 and Nicene.

22
23 **B. WE BELIEVE:**

- 24
25 1. Christ's life, death, and resurrection are the basis and means of our relationship with God
26 for salvation and with each other.
- 27 2. The faith and practices founded in the teachings and example of Christ are guiding
28 principles.
- 29 3. Christ, The Living Word, defines and informs the understanding of the Scriptures,
30 traditions, and our human experiences.
- 31 4. The existence and activity of the one true God is most commonly expressed through the
32 triune terms of Creator, Redeemer, and Sustainer.
- 33 5. Baptism is the initiation into the Christian community and Holy Communion sustains us
34 within that community.
- 35 6. The Holy Spirit enables those in Christ to love, to bear witness, and to call humanity to
36 faith and Christ-like living by leading, convicting, comforting, empowering, gifting,
37 sustaining, and manifesting the presence of God within them.
- 38 7. The church is the faith community, which embodies Christ in the world through worship
39 and service in particular places.

40
41 **C. SACRAMENTS:**

- 42
43 1. BAPTISM by water and the Spirit, as recorded in the Scriptures, shall be a sign of
44 dedication of each life to God and God's service. Through the words and acts of this
45 sacrament, the recipient is identified as God's own Child.
- 46 2. HOLY COMMUNION is the partaking of the blessed elements in accordance with the
47 words of Jesus, our Sovereign: This is my body...this is my blood. (Matthew 26:26-28)
48 All who seek God's love through Christ, after examining their consciences, may freely
49 participate in the communal meal.

- 1 **D. RITES:** The Rites of All Saints Christ's Church United shall consist of and be performed by
2 the following:
3
- 4 **1.** The RITE OF ORDINATION is the setting apart of duly qualified persons for the
5 professional ministry of this church. It is performed by authorized ordained CCU clergy
6 and is evidenced by the laying on of hands, pursuant to the CCU By-Laws.
 - 7 **2.** The RITE OF MEMBERSHIP: The process for membership is the responsibility of the
8 church and the Pastor. Qualifications for membership shall include:
 - 9 **a.** Personal faith response to the love of God as revealed in Jesus Christ and
10 experienced in the Holy Spirit;
 - 11 **b.** Baptism and profession of faith as expressed in the traditional Christian forms of
12 the sacrament as one turns away from sin and to God in repentance.
 - 13 **c.** Commitment to the Christian community to continue living by faith by:
 - 14 **(1)** Participating in worship and ministry of the church;
 - 15 **(2)** Contributing, as able, time, talents, and resources;
 - 16 **(3)** Seeking peace and unity in the Christian community.
 - 17 **3.** The RITE OF HOLY UNION/ HOLY MATRIMONY: The spiritual joining of two
18 persons in a manner fitting and proper by a duly authorized CCU clergy or Pastor. After
19 both persons have been counseled and apprised of their responsibilities one towards the
20 other, this rite of conferring God's blessing may be performed. This Rite of Holy
21 Union/Holy Matrimony may not be performed for open and/or multi-partnered
22 relationships.
 - 23 **4.** The RITE OF FUNERAL OR MEMORIAL SERVICE: To be fittingly conducted by the
24 Ministers of the church for the deceased.
 - 25 **5.** The RITE OF LAYING ON OF HANDS: Prayers conducted by the Ministers of the
26 church, at their discretion, upon request for:
 - 27 **a.** Healing of the mind, body, and spirit.
 - 28 **b.** Prayer for consecration to special ministry.
 - 29 **6.** The RITE OF BLESSING: Conducted by the Ministers of the church for persons, things,
30 and relationships, when deemed appropriate by the Minister.
- 31
- 32 **E. AMENDMENTS TO ARTICLE III:** This Article III can only be amended or altered by a 3/4
33 majority vote, by secret ballot, of all voting members of the congregation present at the next
34 two regular congregational meetings following the regular congregational meeting at which
35 the proposed amendment or alteration is read.
36
- 37 **ARTICLE IV.**
38 **GOVERNMENT**
- 39
- 40 **A. CONGREGATION**
- 41
 - 42 **1.** The government of this church is vested in its members who exert the right to control all
43 of its affairs, subject to the Bylaws of the denomination, and such Articles of
44 Incorporation as may be in effect.
 - 45 **2.** The Members shall elect a Board of Directors, which must include the Pastor, to conduct
46 the operations of the church at regularly scheduled and special congregational meetings,
47 as outlined in Article VII. The actions of the Board of Directors are subject to the
48 approval of the congregation at the next congregational meeting.

B. PASTOR

In accordance with CCU Bylaws, Article V, and in addition as listed in the SOPs.

C. BOARD OF DIRECTORS

In accordance with CCU Bylaws, Article VI, and in addition as listed in the SOPs. Also the following:

1. STRUCTURE:

- a. The Pastor is a permanent Board Member, so long as that person is serving as Pastor. In addition, the Board shall consist of not less than four (4) voting members of the church.
- b. Board of Director position increases, based upon membership, shall be at the wisdom of the Board of Directors, until the next annual congregational meeting.

(1) QUALIFICATIONS:

- (a) A candidate for the Board of Directors must be a Member in good standing of this local church for at least six (6) months, prior to the election. Directors must be of legal voting age in the State of Georgia. As with anyone serving in leadership (staff, board, minister, etc), candidates are asked to commit to and sign the church's Expectations For Healthy Servant Leaders annually in keeping with the CCU By-Laws, Article IX, lines 766-772.
- (b) No one who serves on Pastoral/Support Staff, other than the Pastor, shall serve on the Board of Directors except under extreme circumstances.
 - i. Candidates for the Board of Directors must submit a written application to the Nominating Committee in order to be considered a candidate for election.
 - ii. All applicants should submit their applications to the Nominating Committee a minimum of thirty-five (35) days prior to the annual congregational meeting.
 - iii. The Nominating Committee must verify that each applicant meets the qualifications of Membership as set forth in Article V.
 - iv. No nominations from the floor of the annual congregational meeting will be considered.

2. METHOD OF ELECTION:

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- a. It shall be the duty of the Nominating Committee to seek nominees for open positions on the Board of Directors and the Nominating Committee shall be regulated by specific Bylaws/SOP's pertaining to its functions.
 - b. Election of Board Members shall take place at the annual congregational meeting. All ballots will be secret, and the vote totals will not be announced. Ballots shall be prepared by the Clerk and the nominees receiving the highest number of votes, but not less than 50%, shall be elected.
 - (1) If after two (2) votes with no candidate receiving 50% of the votes for a vacant position(s), one (1) final vote shall be taken. If no person is elected, the Board may, at its option, appoint someone to fill the vacancy.
 - c. It shall be the duty of the Board of Directors to appoint a Nominating Committee three (3) months prior to the annual congregational meeting.
 - (1) Members appointed to the Nominating Committee must be members in good standing for at least one (1) year prior to appointment.
 - (2) The chair of the Nominating Committee must be appointed from the Pastoral/Support Staff, excluding the Pastor.
 - (3) At least one (1) member must be a current member of the Board of Directors who is not seeking election.

3. TERM OF OFFICE:

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- a. Board Members will be elected at each annual congregational meeting for two (2) years or one (1) year. Board Members terms will always be staggered. The determination of which Members are elected for two (2) year terms and which Members are elected for one (1) year terms shall be at the discretion of the Board of Directors. No member other than the Pastor may serve more than three (3) consecutive years.
 - b. Installation of the newly elected Board Members shall take place during worship service on the first Sunday after the congregational meeting, where the term of office begins immediately after installation.

4. VACANCY:

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- a. In the event of a vacancy on the Board of Directors due to death, resignation, or removal, the remaining Members shall appoint a Member in good standing to fill the vacancy until the next congregational meeting. A special congregational meeting may be called to fill the vacancy at the discretion of the Board.
 - b. Any Board Member, excluding the Pastor, who wishes to relinquish that position, shall submit to the Board in writing or verbally to a minimum of two (2) Board Members a request for the acceptance of the resignation, stating reasons for actions and the effective date. The Board of Directors upon acceptance of the written or verbal resignation will notify the Congregation through means deemed appropriate.

5. OFFICERS:

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- a. As in the CCU Bylaws, the Pastor shall be the Moderator of the Board of Directors so long as that person is the Pastor of this church.
 - b. The Board of Directors shall elect a Vice-Moderator, a Treasurer, a Clerk, and any other officers it deems necessary.

1 **6. MEETINGS:**

- 2 **a.** The Board of Directors shall meet at least once a month at a time and place
3 decided upon by its Members. A quorum shall consist of fifty percent (50%) or
4 more of the Members of the Board. Board Meetings shall be open to all Members
5 and friends of the Congregation, except when matters of a personal or confidential
6 nature require an Executive Session.
7 **b.** Special meetings of the Board may be called by the Pastor with a majority of the
8 Board in agreement. All Board Members must be informed. In extreme
9 emergency the Senior Pastor or any Member of the Board, with the approval of
10 fifty percent (50%) of the Board Members, may call a special meeting to handle
11 the emergency situation at any time agreed upon.

- 12
13 **7. DISCIPLINE:** If a Board Member misses three (3) meetings within one (1) calendar year
14 without good cause, the Board will declare the seat vacant and appoint a new Member to
15 serve until the next congregational meeting. The Board shall send a written warning letter
16 to any Board Member after the second absence. Board Members are expected to attend
17 services and functions on a regular basis. As ministers of the affairs of the church, Board
18 Members are asked to annually commit to and sign the Expectations For Healthy Servant
19 Leaders. In addition, see reference in CCU By-laws Article VI.c. concerning Discipline
20 of Board of Directors.

- 21
22 **8. JUDICIARY PROCESS:** The Board shall hold each Director responsible regarding
23 infractions to the Expectations For Healthy Servant Leaders in areas related to dereliction
24 of duties, unbecoming conduct, and disloyalty. If a complaint is brought against a Board
25 Member of an alleged violation in any of these areas the Board will convene a hearing in
26 which the complaint is formerly presented. And the following actions will be taken:

- 27 **a.** The specifics of the complaint will be shared with the entire board.
28 **b.** A review of the complaint will be conducted by two Members of the Board and
29 resulting a report filed by them to the Board within a period of not more than
30 seven days at which time the Board will set a time for an official hearing if that is
31 deemed appropriate. The Board holds the power to temporarily suspend a Board
32 Member until a hearing is held should circumstances warrant such actions in the
33 opinion of the majority of the Board.
34 **c.** Hearing: The one against whom the complaint has been made shall have
35 opportunity to respond to the complaint in the presence of those making the
36 complaint. The one(s) who brought the complaint shall also have the opportunity
37 of presentation. The Board will then determine appropriate actions regarding
38 discipline and report the results in whatever manner deemed proper.

39
40 **9. DUTIES:**

- 41 **a.** The Pastor and/or the Board of Directors shall have the authority to establish any
42 committee deemed necessary to the operation of the church. The Pastor shall
43 appoint committee chairpersons. The Board of Directors shall approve all
44 appointments. Committee chairpersons shall be Members in good standing.
45 **b.** The Board shall be responsible for performing all duties as specified in CCU
46 By-laws, and in addition, as outlined in SOPs and Board Guidelines for the
47 Vice-Moderator, Treasurer, and Clerk or any other officers deemed necessary by
48 the Board of Directors.

10. CONGREGATIONAL REPRESENTATIVE:**a. QUALIFICATIONS:**

- (1) A candidate for Congregational Representative and Alternate must be a Member in good standing of this local church continuously for at least six (6) months prior to the election and abide by CCU Article VI C.7. The Representative and Alternate must be of legal voting age in the State of Georgia.
- (2) Student Clergy are not eligible to be candidates for Congregational Representative or Alternate.

b. ELECTIONS:

- (1) As specified in CCU By-laws, the Congregation shall elect one (1) Congregational Representative who shall be elected at the first congregational meeting following each CCU General Assembly and shall serve for a term of two (2) years.
- (2) Alternate: The Congregation will also elect an Alternate at the same congregational meeting to represent the church in the absence of the Representative. This Alternate shall also serve for a period of two (2) years.

c. VACANCY

- (1) In the event that the elected Congregational Representative and Alternate are unable to represent the church, the Board of Directors may appoint a Substitute Representative for that meeting.
- (2) In the event of a death, resignation, or removal of a Congregational Representative or Alternate, the vacancy shall be filled in the same manner as described for Board vacancies.

d. DISCIPLINE/REMOVAL: The Congregational Representative is subject to the same procedures as Board of Directors as listed in section 7 of this Article. The Congregational Representative and Alternate are asked to commit to and sign the Expectations For Healthy Servant Leaders.

**ARTICLE V.
CHURCH MEMBERSHIP**

A. REQUIREMENTS FOR MEMBERSHIP: The process for membership is a responsibility of the church and Pastor. The Pastor, Pastoral leader, or Pastor's designee will conduct membership classes. After completing classes for instruction in the beliefs and doctrines of the church, a baptized Christian may become a member in good standing of All Saints CCU, through a letter of transfer from a recognized Christian body or through affirmation of faith before the local congregation at any regular worship service. Qualifications for membership shall include:

1. Personal faith response to the love of God as revealed in Jesus Christ and experienced in the Holy Spirit;
2. Baptism and profession of faith as expressed in the traditional Christian forms of the sacrament as one turns away from sin and to God in repentance;
3. Commitment to the Christian community to continue living by faith by:
 - a. Participating in worship and ministry of the local congregation;
 - b. Contributing, as able, time, talents, and resources;
 - c. Seeking peace and unity in the Christian community.

1 **B. UPDATING THE MEMBERSHIP ROLLS:** At least once per year the Board of Directors
2 shall review the entire membership roll. Any member who does not have registered
3 attendance, identified financial support, definite service contribution, and demonstrated
4 interest within the preceding period of six (6) months to one (1) year may be removed from
5 the roll of members in good standing and placed on a list of members in transition. At that
6 time the Board of Directors shall notify this member in writing that the member has been
7 placed on such a list and is not eligible to hold any elected office or position or to vote at any
8 business meeting of the church. After notification, if the member has not demonstrated
9 further interest or loyalty for a period of two (2) months immediately following, the Board of
10 Directors shall have the authority, at their discretion, to move any such member to a list of
11 former members. Former members will not be included in determining any apportionments.
12 The member may be restored to the roll of members in good standing by a vote of the Board
13 of Directors of the church without a public reception into membership.
14

15 **C. FRIENDS OF THE CHURCH:** All Saints may, if it desires, accept into the church persons(s)
16 who, for whatever reason, feel that they cannot become regular members of the church but
17 who support the goals of All Saints and want to be part of the ministry of the church. Such
18 people shall be designated as "friends of the church." Friends may serve on appointed
19 committees and may participate in all activities of the church. Friends may not, however,
20 hold any elected office or position and may not vote at congregational meetings. Friends
21 shall not be considered in determining the total number of members.
22

23 **D. CONFLICT RESOLUTION:** The quality and strength of interpersonal relationships
24 throughout All Saints CCU is vitally important to effective ministry together. To maximize
25 the potential for beneficial outcomes to conflicts within the All Saints Congregation, a
26 standing Support Council comprised of up to six (6) members shall be selected in accordance
27 with these church By-laws. The Pastor shall serve as an ex-officio member of the Support
28 Council, without vote. The members of the Support Council shall be selected in equal
29 number from each of the following church groups:

- 30 1. Staff
- 31 2. Board of Directors
- 32 3. Congregation at Large

33 All members of the Support Council are required to complete appropriate training as defined
34 by the Pastor in support of this entire conflict resolution and reconciliation policy and shall
35 serve for limited terms, as set by the Pastor and the Board.
36

37 The actions used for review by the Support Council for reconciliation and restoration during
38 conflict resolution include but are not limited to:

- 39 1. Naming and acknowledging the wrong.
- 40 2. Validating the experience of the violated.
- 41 3. Confronting the offender.
- 42 4. Seeking reconciliation.
- 43 5. Promoting a means of restitution.
- 44 6. Forming a plan for restoring the offender.
- 45 7. Encouraging and supporting counseling/consultation services.
- 46 8. Learning more about the life experiences of others as a part of gaining knowledge about
47 their needs, perspectives, and hopes.

1 **E. DISCIPLINE:** All Saints CCU will not condone disloyalty or unbecoming conduct on the
2 part of any of its members and friends. The Board of Directors, therefore, is empowered to
3 remove, by majority vote, any member or friend from the rolls of the church or take such
4 appropriate disciplinary action, as it deems necessary. Upon written request of the member or
5 friend, the action of the Board of Directors may be subject to review by vote of the
6 congregation at its next regular business meeting or at a special meeting which may be called
7 and must be in accordance with the provision of the CCU by-laws and of the All Saints
8 By-laws. Until the vote on appeal, the disciplined member shall retain membership or a
9 disciplined friend will retain "friend" status.
10

11 **ARTICLE VI.** 12 **CHURCH SERVICES**

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14 All Saints CCU will hold services of public worship a minimum of once each week. Other
15 worship services may be held as determined by the Pastor with the approval of the Board of
16 Directors. The Sacrament of Holy Communion will be offered at the main service of worship
17 each week and other worship services at the discretion of the Pastor. Holy Baptism may be
18 administered at any service of the church, or at any other time, at the Pastor's discretion.
19

20 **ARTICLE VII.** 21 **CHURCH MEETINGS**

22
23 As stated in the CCU Bylaws, Article VI.C2. In addition, the local church will conduct an annual
24 congregational meeting each year during the last quarter of the church year. The date, time,
25 place, nature, and purpose of this congregational meeting shall be given in writing via U.S. mail
26 to all Members at least two (2) weeks prior to the date of the meeting. This may be sent via
27 e-mail to those members who acknowledge a desire for such notification in writing to the Clerk
28 of the Board.
29

30 **A. THE ANNUAL CONGREGATIONAL MEETING**

- 31
- 32 **1.** The permanent agenda of the annual congregational meeting shall include:
 - 33 **a.** Board Actions of the previous twelve (12) months.
 - 34 **b.** Minutes of the last congregational meeting.
 - 35 **c.** Treasurer's Report
 - 36 **d.** Congregational Representative and Alternate election (on odd-numbered years).
 - 37 **e.** Board Elections
 - 38 **f.** Budget for the coming year
 - 39 **2.** Other items for the agenda may be added by:
 - 40 **a.** The Pastor
 - 41 **b.** The Board of Directors
 - 42 **c.** Members in attendance at the congregational meeting, prior to the adoption of the
43 agenda.
44
 - 45 **3.** Notice of the meeting shall be publicly announced and made in writing during the
46 services on the two Sundays preceding the meeting.
47

- 1 **B.** Special meetings of the local Congregation may be called by any one of the following means,
2 provided that each Member is given two (2) weeks written notice via U.S. mail or e-mail
3 with acknowledgment to the Clerk prior to the special meeting:
4 **1.** The Pastor
5 **2.** A majority of the Board of Directors
6 **3.** Petition:
7 **a.** This petition must be signed by twenty-five percent (25%) of the active church
8 membership.
9 **b.** This petition must be submitted to the Moderator or the Clerk, who will verify
10 signatures and call the meeting.
11 **c.** The nature and purpose of the special meeting must be stated in the petition and
12 notice, and written into the agenda of the special meeting. Only those items
13 specified in the notification will be considered.
14
- 15 **C.** VOTING: Voting rights may only be exercised by those church Members in attendance at
16 any congregational meeting. To be eligible to vote at any congregational meeting,
17 membership must be in effect at the time when notice was given of the special meeting. All
18 baptized children and youth of All Saints CCU shall have voice but not vote in
19 congregational meetings until they reach the age of 16, at which time they shall have both
20 voice and vote.
21
- 22 **D.** QUORUM: A quorum, consisting of no less than twenty-five percent (25%) of the Members
23 in Good Standing of the church, shall be necessary to conduct business.
24

25 **ARTICLE VIII.**

26 **CHURCH FINANCES**

27

28 As stated in CCU By-laws, Article VIII. C. Also,

- 29
- 30 **A.** The Treasurer of the Board shall submit and publish a monthly report to the Board and an
31 annual report to the congregation.
32
- 33 **B.** Any organization or committee within the local church that is responsible for monies must
34 submit a monthly accounting report no later than the first Sunday of the month to be included
35 in the Treasurer's monthly report.
36
- 37 **C.** The Finance Committee, represented by the Treasurer and at least two other members in
38 good-standing of the Congregation, shall propose an annual budget to be presented to the
39 Board of Directors within 45 days preceding the annual congregational meeting for Board
40 approval. Upon approval by the Board, this budget will then be submitted at the annual
41 congregational meeting for final approval.
42
- 43 **D.** The Finance Committee will include in its annual budget the amount of projected
44 apportionment for CCU at not less than 7.5% of all church income.
45
- 46 **E.** The Board of Directors shall have the power to authorize budget variances up to twenty-five
47 percent (25%) in any category, but not to exceed more than ten percent (10%) of the total
48 budget. This applies only if funds are available.

- 1 **F.** Revisions to the budget may be made at any duly called congregational meeting by a
2 two-thirds (2/3) vote of the Members In Good Standing present.
3
- 4 **G.** The Board of Directors may not obligate the local church for any long-term debt over five
5 thousand dollars (\$5,000.00) without the local congregational approval by two-thirds (b)
6 vote of the Members In Good Standing in attendance at any duly called congregational
7 meeting.
8
- 9 **H.** For accounting purposes, the church fiscal year shall be from January 1 through
10 December 31.
11
- 12 **I.** There shall be an audit of the church financial records every two (2) years, within ninety (90)
13 days of the closing of the fiscal year.
14
- 15 **J.** In the event that charges are levied against All Saints CCU by any local, state, or federal
16 authority and these charges shall not exceed five hundred dollars (\$500.00), the Board of
17 Directors shall have the authority, upon the advice of legal counsel, to pay such charges
18 without the authorization from the Congregation. A two-thirds (b) vote of the Board of
19 Directors shall be necessary to authorize such payment. The Congregation shall be informed
20 of any such payment at the first subsequent congregational meeting.
21
- 22 **K.** All designated funds are to remain as designated unless the person donating the funds grants
23 permission in writing to change the designation.
24
- 25 **L.** Money designated for the Building Fund may not be used for any purpose except the
26 purchase of a permanent meeting site or for improvements (physical plant, equipment, etc.)
27 to that site.
28
- 29 **M.** Any bank or financial account in the name of the church requires two (2) signatures for
30 withdrawals, both of which must be members of the Board.
31
- 32 **N.** All Saints adopts and teaches tithing as the Scripturally affirmed means of supporting the
33 church and its ministries, and as the expression of good stewardship of time, skills, and
34 money by individuals and church bodies. Therefore, it shall be the responsibility of both the
35 clergy and the lay leadership of this church to plan and implement programs of stewardship
36 both to help persons grow in the grace of giving and to fund the church's ministries. An
37 offering shall be received at each service of public worship in this local church except for
38 those identified as exceptions (Ash Wednesday, etc).
39
- 40 **O.** All church funds shall be given into the custody of the Treasurer or Assistant Treasurer and
41 properly deposited into church bank accounts in an expedient manner. Proper accounting
42 procedures, including a computer-generated record, must be used to maintain accurate
43 records of all expenditures and income for the church.
44
- 45 **P.** The Treasurer shall report all financial information each month to CCU according to the
46 CCU format. The report and apportionment are due to CCU on or before the tenth (10th) day
47 of the month following the month being reported.

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**ARTICLE IX.
CHURCH PROPERTY**

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- A. Any negotiations or actual proposals to buy, sell, or lease for over one (1) year real estate, passed by a majority vote of the Board of Directors at one of their meetings, must be submitted to the local Congregation for approval at a congregational meeting, either regular or special. A two-thirds (b) vote of the Members in Good Standing in attendance shall be necessary for passage.
 - B. Any proposal for renting or leasing for one (1) year or less of real estate may be approved by a simple majority vote of the Board of Directors.
 - C. Any expenditure for tangible property (not including real estate) in excess of one thousand dollars (\$1,000.00) will be handled in the same manner as described in Item A above.
 - D. Donated properties are not subject to withdrawal.
 - E. The Building Trustees Committee shall be a standing committee. Members of this committee must be Members in good standing. Members shall be appointed by the Pastor and approved by the Board of Directors. This Committee shall consist of at least two (2) members of the Board of Directors.
 - F. All Saints, a non-profit corporation under Georgia state laws, shall name the CCU successor 501(c)(3) corporation designated to receive the church's property in the event of the dissolution or abandonment of the incorporated church.

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**ARTICLE X.
CHURCH RECORDS**

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The confidentiality of church records is important. The Pastor and the Board of Directors share the responsibility for maintaining the confidentiality of the information about members and friends. Any use of the church mailing list by other organizations or individuals is expressly prohibited. All church financial records, minutes of the Board of Directors, reports of commissions, projects and committees, or other official records shall be available to be read in the church office by any Eligible Voting Member of the church. "Closed" sessions of the Board of Directors shall remain confidential.

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**ARTICLE XI.
RESERVATION OF POWERS**

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All powers not delegated by the By-laws are reserved to the Board of Directors of All Saints Christ's Church United, subject to the approval of the Congregation.

ARTICLE XII.
EXPECTATIONS FOR HEALTHY SERVANT LEADERS
TRUST SAFETY HEALTH

Whereas All Saints is committed to the development of healthy individual lives and relationships and realizes the importance of providing healthy leadership as models of the Christian faith, we endorse the following expectations for all those in church leadership based upon the teachings found in I Timothy 3 and elsewhere in the Holy Scriptures.

Leaders within All Saints Christ's Church United are expected to be on a life-long journey of learning and growing towards spiritual maturity. In accordance with I Timothy 3 those servant leaders who are serving on the church board and responsible for the business affairs of the church and those responsible for church ministry service and care as deacons and ministry leaders are expected to promote trust, safety, and health in their relationships and service. Scriptures instruct that such servant leaders are to be:

Above reproach.

Committed to the sanctity of monogamy and safe healthy relationships . . .

Temperate, sensitive, respectful, and hospitable . . .

Able to teach others . . .

Not given to abuse of alcohol nor violent . . . but rather being gentle . . .

Not be quarrelsome nor being influenced by money . . .

Managing their own house well . . . Being of some maturity in their faith walk . . .

Being well thought of by others . . . Not slanderers or given to gossip.

These expectations promote relationships of care and service that focus on health, that are safe for all persons involved, and that are based on established foundations worthy of trust. They apply to clergy and laity equally as we believe and practice the priesthood of all believers.

While all seekers of Christ are equally welcome in the community of faith of All Saints, as are all who are new in their faith and spiritual growth processes, those who are leaders in the church have expectations consistent with their position as a leader. In view of the expectations referenced in Scriptures, the church embraces three areas of expectations for leaders based on the pillars of Trust, Safety, and Health:

Trust - Matters Related to Leader's Duty

Safety - Matters Related To Leader's Becoming Conduct

Health - Matters Related to Leaders Loyalty

We therefore ask all servant leaders (Minister - lay and clergy) to endorse annually the Expectations of Healthy Servant Leaders by indicating notice of receiving them and the intent to abide by them while serving. Those expectations are:

1 **A. TRUST - Matters Related to Servant Leader's Duties:**

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3 The following are considered a breach of Trust on the part of a leader and are subject to
4 disciplinary action:

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6 **1.** A pattern of ministry that leaves the church weakened rather than strengthened.
7 **2.** Leading the church into unreasonable indebtedness or other breach of fiduciary
8 responsibilities.
9 **3.** Negligent supervision.
10 **4.** Failure to report acts of misconduct.

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12 **B. SAFETY - Matters Related to a Servant Leader's Becoming Conduct:**

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14 **1.** Pattern of public drunkenness or substance abuse.
15 **2.** Participation in objectification of persons.
16 **3.** Misuse of the powers of the ministry or leadership office for personal or sexual gain.
17 **4.** Sexual misconduct as defined and described in Article X, paragraph B, of the CCU
18 By-laws.
19 **5.** Adultery.
20 **6.** Knowingly violating the sanctity of another person's relationship.
21 **7.** Physical, verbal or emotional abuse or violence.
22 **8.** A pattern of deceit or dishonesty.
23 **9.** Creating a person-centered ministry rather than a Christ-centered ministry, i.e., creating
24 emotional dependency on the minister/leader, abuse of authority, divisiveness.
25 **10.** Inappropriate violation of confidentiality.
26 **11.** Engaging in any type of psychological counseling for which they are not licensed as
27 required by applicable civil laws and do not hold appropriate credentials.

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29 **C. HEALTH - Matters Related to Leader's Loyalty:**

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31 **1.** While one's primary allegiance and loyalty is to Christ, patterns of deliberate or
32 malicious acts which damage or bring harm to a person as image bearer of God or to the
33 church, as the body of Christ are considered to be acts of disloyalty.
34 **2.** Undermining the authority and ministry of the Pastor or other church leaders is
35 considered disloyal.
36 **3.** Promoting a faith or religious practice contrary to the Christian faith is considered
37 disloyalty to Christ and the church.

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39 Such acts of disloyalty affect the health of the church and are not acceptable on the part of
40 Servant Leaders. Servant Leaders of All Saints Christ's Church United do hereby endorse and
41 commit themselves to living by these expectations in the example of Jesus Christ.

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ARTICLE XIII.
ADOPTION AND AMENDMENTS

These By-laws may be amended or repealed, only on an article-by-article basis, by a two-thirds (b) vote of the Members in Good Standing in attendance at any congregational meeting. All recommended changes must be mailed to all members two (2) weeks prior to the congregational meeting or by e-mail to those who make written request to the Clerk of the Board.