



CHURCH CONSTITUTION & BYLAWS

Pawgntseeg Kevcai Lijchoj
Kevcai Lijchoj Ntxiv

2022 Edition



Grace Hmong Alliance Church
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Disclaimer

Qha Txug Kev Siv Phoo Ntawv Nuav

Nyob rua huv phoo ntawv nuav, peb teev Koomhum Qebsab cov Kevcai Lijchoj (Uniform Constitution) rua saab laug, cov Kevcai Lijchoj Ntxiv huv pawgntseeg ua lug Moob rua kem huv plawv (Center) hab lug Aakiv (English) rua saab xis kuas yoojyim rua kev siv.

Yog cov tswvcuab leejtwg xaav tau ibphoo Kevcai Lijchoj coj moog saib, nug lub rooj Tsaavxwm lossis paab Kaavxwm saib Kevcai Lijchoj.

Paab Kaavxwm Kevcai Lijchoj:

Kl. Txhiaj Kaus Lauj, Thawjtswj

N. Tsom Puam Muas, Teevntawv

Kx. Yauhaas Yaaj, Xwbfbw

Kl. Xaiv Ntaaj Hawj

N. Nyaj Npis Xyooj

Kl. Vam Txoov Yaj

Use of This Constitution Booklet

The contents of this Church Constitution includes the Uniform Constitution on the left column, the Local Bylaws in Hmong in the center column and Local Bylaws in English on the right column.

If a church member has any questions or would like the committee members to review any bylaws, please request it from the Governing Authority or the Bylaw Committee.

Bylaw Committee:

Kl. Kao Lo, Chair

May Vang, Secretary

Rev. John Yang, Pastor

Kl. Adam Herb

Chris Her-Xiong

Kl. Chuck Yang

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Preamble

The Uniform Constitution for Accredited Churches has been framed and adopted by the General Council, the denomination's highest governing body. The accredited churches of the Christian and Missionary Alliance have participated in this process through their authorized delegates. This church can, in accordance with this Constitution and in a manner that is consistent with the Bylaws of the Christian and Missionary Alliance, formulate its bylaws so as to carry out its ministry appropriately and efficiently.

Zaaj Lug Coj

Koomhum Qebsab (The Christian and Missionary Alliance) hab Koomhum Moob (Hmong District) tub tsim tau txuj kevcai lijchoj luj (Constitution) rua txhua pawgntseeg siv lawm. Tabsis txawm le ntawd los koomhum Qebsab tseem tsocai rua pawgntseeg muajcai tsim tej Kevcai Lijchoj Ntxiv (Bylaws) hab Kaabke Ua Dlejšum (Policies & Procedures) kuas hum le pawgntseeg kev tswjfw, tsuav yog tsi cuamtshuam txuj kevcai lijchoj luj xwb.

Yogle, Pawgntseeg Grace Hmong Alliance Church txhajle tsim, khu hab npaaj phoo Kevcai Lijchoj Ntxiv nuav rua pawgntseeg siv. Cov Kevcai Lijchoj Ntxiv nuav tub raug pumzoo lug ntawm pawgntseeg lub rooj saablaaj txwmxyoo lawm. Thov nqua hu txhua tug tswvcuab kws zwm rua pawgntseeg nuav coj hab ua lawvle txujcai tswjfw nuav. Yog tug tswvcuab twg tsi coj lawvle pawgntseeg cov kevcai lijchoj nuav, yauv raug qhuabntuag hab yog tsi kaam nyob huv qaab

Preamble

In accordance with the Uniform Constitution for Accredited Churches in The Christian and Missionary Alliance, the local church can formulate additional Bylaws and Policies so as to carry out its ministry appropriately and efficiently.

Grace Hmong Alliance church has formulated the following Bylaws. All members of Grace Hmong Alliance Church are to be in compliance with the Bylaws. Any violation or noncompliance with the Bylaws set forth by GHAC will lead to disciplinary action up to and including the removal of membership as directed in the Bylaws.

kev qhuabntuag tes yuav raug rhu
tswvcuab.

Mission and Objectives

The Mission of the Christian and Missionary Alliance is to know Jesus Christ, exalt Him as Savior, Sanctifier, Healer, and Coming King, and complete His Great Commission.

Homphaj

Pawgtseeg Grace Hmong Alliance Church lub homphaj yog “Ua Lubneeg Lawvle Raug Tswv Yexus Hu”. (Ephesians 4:1).

Zeemmuag

Pawgtseeg Grace Hmong Alliance Church lub zeemmuag yog coj tuabneeg lug ua Tswv Yexus thwjtim. (Matt. 28:18-20).

ARTICLE I. NAME

The official name under which this church is incorporated or organized shall include the words “the Christian and Missionary Alliance”.

PHAAJ I. LUB NPE

Pawgtseeg nuav lub npe hu ua Grace Hmong Alliance Church (GHAC) zwm rua Cov Ntseeg Yexus hab Kev Koomteg Qha Txuj Moo Zoo.

Mission

The mission of Grace Hmong Alliance Church is “Living the Call of Christ” (Ephesians 4:1).

Vision

The vision of Grace Hmong Alliance Church is to become a Great Commission Church (Matt. 28:18-20).

ARTICLE I. NAME

The official name under which this church is incorporated or organized is Grace Hmong Alliance Church (GHAC) of the Christian and Missionary Alliance.

ARTICLE II. RELATIONSHIP

This church is connected with and subordinate to its parent religious organization. The Christian and Missionary Alliance, a Colorado nonprofit corporation. In consideration of the mutual benefits generated and derived from this relationship, and understanding that The Christian and Missionary Alliance is relying hereon in agreeing to initiate or continue such relationship, this church agrees to be subject to and abide by the terms and conditions of

PHAAJ II. KEV ZWM RUA KOOMHUM QEBSAB

General Council

Kev xaa cov sawvcev moog koom
Rooj Saablaaj Luj ntawm Haugpaug
Koomhum Qebsab tso rua Lub Rooj
Tsaavxwm huv pawgntseeg ua tug
txavtxim sab xaa los tsi xaa nyob
ntawm pawgntseeg muaj cuabkaav
ua tau.

ARTICLE II. NATIONAL MEMBERSHIP

General Council

The Governance Authority of GHAC has the responsibility of appointing corresponding delegates to attend General Council based on eligibility and capability.

Hauvpaug Koomhum Moob Rooj Saablaaj Txwm Xyoo

Kev xaa cov sawvcev moog koom rooj saablaaj txwmxyoo ntawm Hauvpaug Koomhum Moob, yog siv lawvle huvqaab nuav.

1. Yog xwbfbw ua thawj tswjrooj rua Lub Rooj Tsaavxwm lawm ces tug Lwm Tswjrooj yuav tau moog.
2. Dlua le lwmtug yog tso rua paab kaavxwm xaivtsaa taw hab coj lug rua lub rooj saablaaj txwm xyoo huv pawgntseeg nrug pumzoo xwb.
3. Qhov kws yuav xaa pistsawg leej ntawd yog tsocai rua Lub rooj Tsaavxwm ua tug txavtxim sab xyoo xam xyoo.

Hmong District Annual Meeting

Delegates representing GHAC at the Hmong District Conference will be appointed using the following guidelines:

1. If the Pastor is the chairman of the Governance Authority, the Vice-Chairman must also attend as a delegate. If Pastor is not Chairman, Chairman must also attend as a delegate.
2. The nominating committee will appoint additional delegates and present their names for approval during the Annual meeting.
3. The number of delegates attending the Hmong District Conference will be determined by the Governance Authority annually.

ARTICLE III. MEMBERSHIP QUALIFICATIONS

1. Confession of faith in Jesus Christ and evidence of regeneration.
2. Belief in God the Father, Son and Holy Spirit; in the verbal inspiration of the Holy Scriptures as originally given in the vicarious atonement of all who believe in Him and eternal punishment of all who reject Him.
3. Acceptance of the doctrines of the Lord Jesus Christ as Savior, Sanctifier, Healer, and Coming King.
4. Full sympathy with the mission and core values of The Christian and Missionary Alliance and cooperation by systematic support of its work.
5. Such other qualifications for membership as may be stated in the Bylaws.

PHAAJ III. TSWVCUAB

Feem 1. Kev Txais Tswvcuab

Lub Rooj Txwjlaug muaj cai txais Tswvcuab rua huv pawgntseeg lawv le pawgntseeg le Kaabke Txheejtxheem Txais Tswv Cuab nplooj ntawv 5.

Feem 2. Tswvcuab Txujcai

- A. Txhua tug tswvcuab kws ua kevcai rausdlej lawm muaj feem koom tau Yexus rooj mov.
- B. Tug tswvcuab kws ua kevcai rausdlej hab muaj 16 xyoo lawm muaj cai:
 1. Tawmsuab hab povntawv huv pawgntseeg tej rooj saablaaj, tshwj tej yaam kws has txug numtswv cai.
- C. Tug tswvcuab kws ua kevcai rausdlej hab muaj 18 xyoo rov sau lawm muaj cai:
 1. Tawmsuab, pov ntawv hab ua tau thawjcoj huv pawgntseeg, tshwj lub meejmom txwjlaug kws

ARTICLE III. MEMBERSHIP

Section 1. Membership Process

The Board of Elders has approval of all membership applications. Refer to GHAC Policy page 5.

Section 2. Membership Rights

- A. All baptized members are eligible to participate in the Lord's Supper.
- B. Baptized members, 16 years and older may have:
 1. The privilege of presenting views, debating, nominating, and casting ballots at meetings, excluding legal matters.
- C. Baptized members 18 years or older:
 1. May have the privilege of presenting views, debating, nominating, casting ballots at meetings and being nominated and elected to an office in the church with the exception of the office of elders which requires

yuav tsum muaj
noobnyoog 25 xyoo rov
sau.

someone to be at least 25 years of age.

2. Tug kws muaj cai tuav
dlejnum huv pawgntseeg
yog tug kws xyum coj lub
neej lawv le 1 Timautes
3:1-13 hab Titus 1:6-9.

2. Officers shall satisfy the scriptural standards for
church leadership as stated in 1 Timothy 3:1-13 &
Titus 1:6-9.

Feem3. Kev Qhuabntuag

Yog ib tug tswvcuab twg ua txhum
Vaajlugkub, ua txhum Hauvpaug
Koomhum Qebsab hab Hauvpaug
Koomhum Moob tej kevcai, ua
txhum pawgntseeg tej kevcai, yog
nwg tsi kaam nyob rua huv kev
qhuabntuag, lub Rooj Txwjlaug
muaj cai muab nwg rhu tawm
tswvcuab. Kev qhuabntuag
tswvcuab siv lawvle koomhum
Qebsab Txujcai "Uniform Policy for
Discipline, Restoration and Appeal
of the Christian and Missionary
Alliance".

Section 3. Membership Discipline

Persons violating Biblical standards, National and Hmong District
Constitutions and the Bylaws set forth by Grace Hmong Alliance
Church; and unwilling to conform to disciplinary action taken
under the Uniform Policy for Discipline, restoration and Appeal
of the Christian and Missionary Alliance can be removed from
membership of Grace Hmong Alliance Church by the Board of
Elders.

Feem 4. Kev Rhu/Tawm/Tshais Chaw

- A. Kev Rhu Tswvcuab. Lub Rooj
Txwjlaug muaj cai rhu
tswvcuab tawm yog tsi coj lawv
le kevcai lijchoj ntxiv ntawm
pawgntseeg, hab tsis muab kev
koomteg rua kev qhuabntuag.
- B. Kev Tawm Tswvcuab. Txhua
tug/yim tswvcuab yeej muaj cai
tawm tswvcuab txhua lub
sijhawm.
- C. Tswvcuab Tshai Chaw. Tug
tswvcuab kws tshai chaw moog
rua lwm qhov/pawgntseeg,
nwg muaj cai thov ib dlaim
ntawv rua nwg coj moog rua
pawgntseeg tshab.

Section 4. Removal/Resignation/Relocation

- A. Removal. The Board of Elders may remove from membership any member who fails to meet the standard requirements and/or as a result of disciplinary action.
- B. Resignation. Members have the right to resign from his/her membership at any time.
- C. Relocation. Members relocating can request a reference letter of attestation of membership.

ARTICLE IV. ORDANIANCES

Baptism and the Lord's Supper are recognized as the two ordinances of the church.

Believer's baptism by immersion is taught and practiced as the scriptural mode. The pastor or other elders shall oversee baptism. They shall provide the instruction about baptism and shall administer baptisms themselves or choose other spiritually respected people to do these ministries. The Lord's Supper is administered regularly. The pastor or other elders shall oversee Communion. They shall provide the instruction about Communion and shall administer the Communion themselves or choose other spiritually respected people to do these ministrations.

PHAAJ IV. KEVCAI COJ

Ua lawv le Koomhum Qebsab tub
teev tseg lawm.

ARTICLE IV. ORDINANCES

Full compliance with the ordinances set forth in the Uniform Constitution.

ARTICLE V. GOVERNMENT

There shall be an Annual Meeting of the members of this church to be held at a time specified in the Bylaws at which time the members shall receive reports of ministries including audited reports of the treasurers, and shall elect church officers, elders, and other members of the Governance Authority.

Additional ministry positions shall be filled as specified in the local church Bylaws. The Governance Authority, as specified in the local church Bylaws, shall conduct the affairs of the church between Annual Meetings and shall be amenable to the membership and the District Superintendent as constitutionally defined. Other meetings of the members may be called by proper notice to the membership as specified in the Bylaws. On general church matters in which no legal questions are involved, it is understood that all members in good and regular standing who have reached the age of sixteen (16) years are entitled to vote, but in matters involving titles of property or legal procedure, the laws of the state determine the age at which members are eligible to vote.

PHAAJ V. LUB ROOJ TSAAVXWM

Feem 1. Rooj Saablaaj Txwmxyoo

Pawgntseeg nuav yuav tau tsaa muaj ib lub rooj saablaaj txwmxyoo ntawm lub 11 hlis (November). Lub sijhawm hab yuav muaj pistsawg zag tso rua Lub Rooj Tsaavxwm ua tug txavtxim sab.

Lub rooj saablaaj txwmxyoo nuav yuav tau thaam txug tej homphaj dlejnum hab peevnyaj (Budget) kws yuav siv rua xyoo tshab, khu Kevcai Lijchoj Ntxiv yog muaj tejyaam kws tsimnyog khu, hab lwmyaam dlejnum kws yuav tau npaaj rua xyoo tshab.

Lub Rooj Tsaavxwm yog tug tswj lub rooj saablaaj txwmxyoo.

Feem 2. Kev Tshaabxu Txwmxyoo

Kev tshaabxu txwmxyoo ntawm Tej phaab rua pawgntseeg yog tso rua Nubkaaj ntawm lub ib (I) hlis lub

ARTICLE V. GOVERNMENT

Section 1. Annual Meeting

There shall be an annual meeting in the month of November. The date(s) and times for these meeting shall be set by the Governance Authority.

The Annual Meeting shall include review, discussion and approval of the annual goals and budget, amended Bylaws and other affairs of the church as approved.

The Governance Authority shall preside and conduct the affairs of the Annual Meeting of the church.

Section 2. Annual Reports

Annual reports will be provided by the Governance Authority and other ministries or offices in January of the New Year.

xyoo tshab.

Feem 3. Sijhawm Ua Dlejnum

Txhua phaab tsaavxwm /kaavxwm
kws xaiv tau huv pawgntseeg yuav
tau pib ua dlejnum lawv le calendar
year lub l hlis moog txug lub 12 hlis.

Section 3. Term of Service

All elected members of the Governance Authority and all officers of the church ministries shall commence their annual duties based on the calendar year (January 1st thru December 31st.)

Feem 4. Kev Tuncua Cov Thawjcoj Nyob Rooj Tsaavxwm

Yog thaus twg muaj ib (1) tug
tsaavxwm su num lossis thov
tawm, raug rhu, lossis taag simneej
lawm, Lub Rooj Tsaavxwm muajcai
nrhav los tsi nrhav dlua ib tug lug
hloov. Tomqaab ntawd maam le
tshaabxu rua pawgntseeg paub.

Section 4. Vacant Members of Governance Authority

Upon vacancy of a Governance Authority member as a result of resignation, removal or death, the Governance Authority has the right to appoint a replacement member or execute decisions at their discretion. The Governance Authority shall make known to the church the accepted resolution.

Feem 5. Kev Tswj Rooj Saablaaj

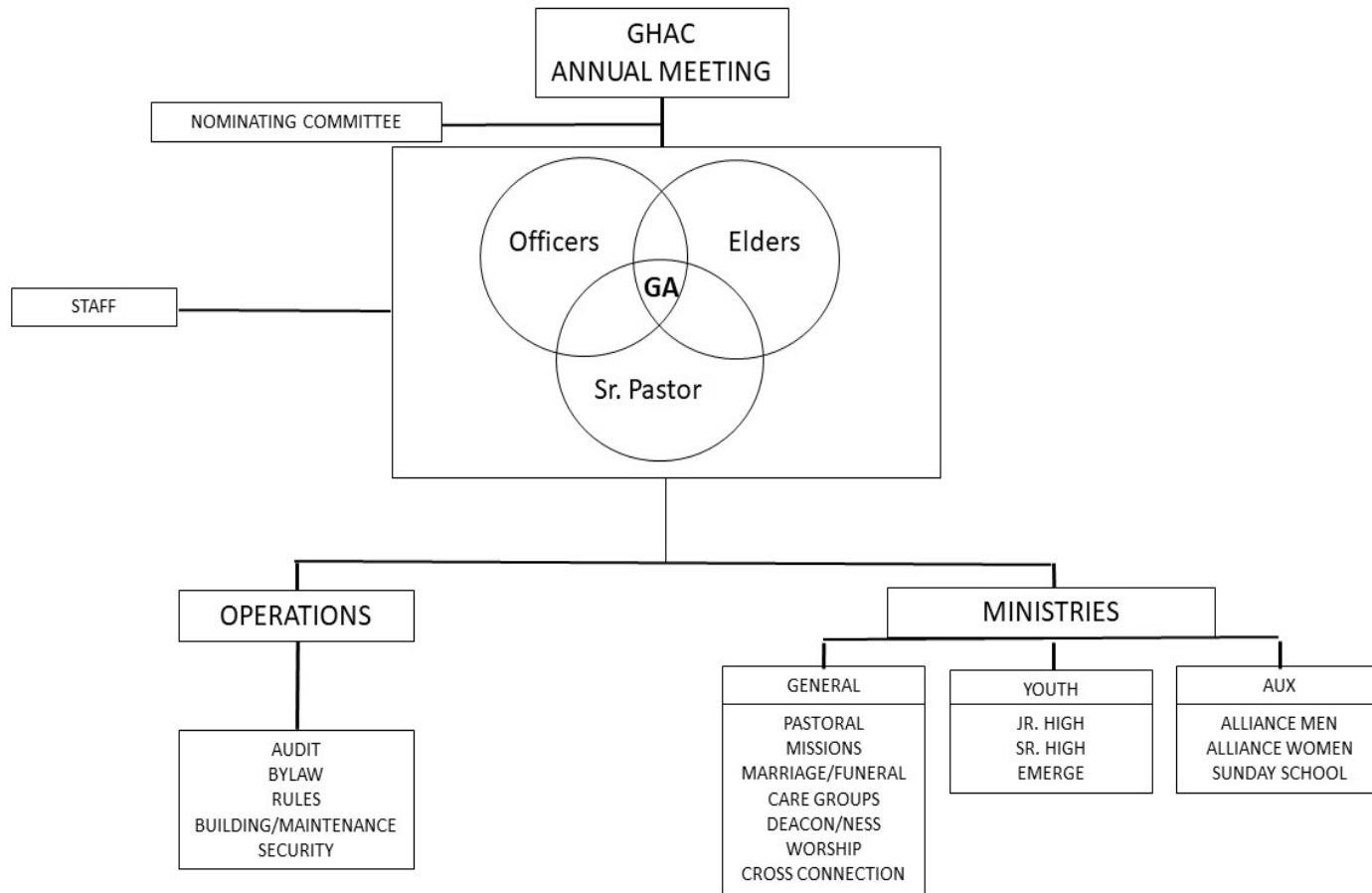
Pawgntseeg nuav yuav tswj rooj
saablaaj moog lawvle Robert's
Rules of Order.

Section 5. Annual Meeting Precedence

Grace Hmong Alliance Church will govern its Annual Meeting in accordance with Roberts Rules of Order.

Section 6. Organizational Chart

Feem 6. Dlaim Qauv Rua Kev Dlha Dlejnum



ARTICLE VI. LOCAL CHURCH GOVERNANCE AUTHORITY

Section 1. General

Each local church shall structure its Governance Authority in accordance with the governing documents of The Christian and Missionary Alliance, the definition of elder authority, the Bylaws of the district, and the laws of the state in which the church is located. The members of the Governance Authority shall satisfy the scriptural standards for church leadership and shall be members of this church.

The governance authority of the Church shall be known as the Governing Board. The number serving as the Governing Board shall be at least five, including the senior pastor. The Governing Board shall consist of the senior pastor and the following: Secretary, Treasurer, Assistant Treasurer, and one or more members at large. At least two or more of the above positions are to be filled by an elder in order for there to be a majority of elders.

The senior pastor shall be chairman or, at his request, the governance authority shall elect an elder as chairman. An elder also shall be elected as vice chairman. Meetings shall be held for prayer and business, and abbreviated minutes shall be reported to the Church as the Church may decide. Special meetings may be called by the chairman or by

PHAAJ VI. LUB ROOJ TSAAVXWM HUV PAWGNTSEEG

Pawgntseeg Grace Hmong Alliance Church nuav pumzoo siv SINGLE BOARD SYSTEM WITH A MAJORITY OF ELDERS.

Feem 1. Lub Npe:

Cov thawjtswj koj pawgntseeg nuav muaj npe hu ua: Lub Rooj Tsaavxwm.

Feem 2.

Lub Rooj Tsaavxwm nuav muaj 14 leeg.

Lub Rooj Tsaavxwm muaj 14 leeg xwsle: Thawj Xibfwb, 10 tug Txwjlaug – txivneej xwb, tug Teejntawv, tug Canyon, hab tug lwm thawj Canyon. Thawj Xibfwb yuav yog to tswj rooj. Yog Thawj Xibfwb tsi leeg ua tug thawj tswj rooj, lub rooj tsaavxwm maam xaiv lwm tug lug ua tug tswj rooj. Lub rooj tsaavxwm yuav tau xaiv ib tug lug ua tug lwm thawj tswj rooj.

ARTICLE VI. LOCAL CHURCH GOVERNANCE AUTHORITY

Grace Hmong Alliance Church has adopted the SINGLE BOARD SYSTEM WITH A MAJORITY OF ELDERS as the governing model.

Section 1. Name of the Board

The governing body at Grace Hmong Alliance Church shall be named the "Governance Authority".

Section 2. Board member Total

The Governance Authority Board shall consist of 14 members.

The Governance Authority Board shall consist of 14 members and include the following: The Senior Pastor, 10 (Elders/Pastors)-all men, the Secretary, Treasurer, and Assistant Treasurer. The Senior Pastor shall be Chairman. But in the instance that the Senior Pastor declines this position, the Governance Authority will elect the Chairman. The Governance Authority will also elect a Vice-Chairman.

written request of one-half of the governance authority membership. All officers, committees, and organizations except the Nominating Committee are amenable to the collective oversight of the elders.

Section 2. Removal

In consultation with the District Superintendent and the Senior Pastor, any officer or auxiliary official, except licensed pastoral staff, of this church, whether elected at the church Annual Meeting or appointed by the Governance Authority, or any individual member of the Governance Authority, may be removed by a two-thirds majority vote of the Governance Authority and the approval of the District Superintendent if, in the judgement of the Governance Authority, the best interests of the church will be served thereby.

Feem 3. Cov Nyob Huv Lub Rooj Tsaavxwm

Yog muaj tug Thawj Xwbfbw (Senior Pastor), 10 tug txwjlaug (elders/pastors) kws yog txivneej, tug Teevntawv, hab tug Canyon, hab tug paab tug ca nyaj.

Feem 4.

Puab le noob nyoog ua dlejni yog 2 xyos. Thaus xaivtsaa cov txwjlaug, yuav tau xaiv kem ib xyos twg 5 leeg (taagnrho yog 10 leeg). Cov Txwjlaug yuavtsum yog txivneej xwb. Dlua le lwj tug tsaavxwm huv Lub Rooj Tsaavxwm yog quaspj los tau.

Feem 5. Kev Saablaaj

Txhua zag kws yuav muaj saablaaj, cov tsaavxwm yuavtsum tuaj koom kuas txug ob feem peb (2/3) mas txhaj le saablaaj tau.

Feem 6. Dlejni

- A. Lub Rooj Tsaavxwm teg dlejni yog saib rua homphaj dlejni, kev siv nyajtxag hab saib txhua paab kaavxwm cov dlejni kuas ua rua

Section 3. Constituents

The Governance Authority Board shall consist of the following: The Senior Pastor, 10 (Elders/Pastors)-all men, the Secretary, the Treasurer, and the Assistant Treasurer.

Section 4. Terms of Services

The term of office shall be 2 years. Election of the (5) Elders shall rotate annually for a total of (10) Elders. The Elders shall consist of ALL men. Other offices of the Governance Authority can be held by men or women.

Section 5. Meeting Quorum

2/3 quorum (officers) of the Governance Authority must be present for any meeting to commence.

Section 6. Duties

- A. Duties of the Governance Authority: They shall have full authority to conduct temporal affairs of the church, including but not limited to the goals and finance.

pawgntseeg lujhlab. (Txhais
tawm ntawm Consitution,
Section I).

- | | |
|---|---|
| B. Lub Rooj Txwjlaug teg dlejnum:
Cov txwjlaug muaj cai
puvntoob rua kev saib hab ua
dlejnum paab pawgntseeg rua
saab kev ntseeg. | B. Duties of the Elders: They shall have the highest authority to
serve as overseers to the spiritual affairs and other
ministries within the church. |
| C. Yog thaus pawgntseeg muaj tej
yaam dlejnum yomceev, cov
sawvcev dlha dlejnum (Offic
ers, Phaaj VII) muaj cai
txavtxim sab ua teg dlejnum
ntawd kuas tav. Tom qaab
ntawd, maam le tshaabxu rua
lub Rooj Tsaavxwm paub. | C. In the event of an emergency, the officers (see Article VII)
shall execute the duties requires and shall report such
actions to the Governance Authority. (Refer to Uniform
Constitution) |

ARTICLE VII. OFFICERS

The officers shall be members of this church and shall satisfy the scriptural standards for church leadership. They shall consist of the following who, with the exception of the senior pastor, shall be elected at the annual meeting of the church: Senior Pastor, Secretary, Treasurer, Assistant Treasurer, and such other officers as may be designated in the church Bylaws or in the state law.

PHAAJ VII. COV SAWVCEV DLHA DLEJNUM (OFFICERS)

Cov sawvcev dlha dlejnum muaj 5 leeg.

1. Yog Thawj Xibfwb ua tug Tswjrooj: Thawj Xwbfbw, tug lwmthawj Tswjrooj, tug Teev Ntawv, tug Ca Nyaj, hab tug paab tug Ca Nyaj.
2. Yog Thawj XWbfbw tsi ua tug Tswjrooj: Thawj Xwbfbw, tug Tswjrooj, tug Teev ntawv, tug Ca Nyaj hab tug Paab Tug Ca Nyaj.

ARTICLE VII. OFFICERS

The officers shall consist of the following.

1. If Senior Pastor is also the Chairman. The officers shall consist of the Senior Pastor, Vice-Chairman, Secretary, Treasurer, and Assistant Treasurer.
2. If Senior Pastor is not the Chairman. The officers shall consist of the Senior Pastor, Chairman, Secretary, Treasurer, and Assistant Treasurer.

ARTICLE VIII. PASTORAL STAFF

The Governance Authority shall not give consideration to any candidate for the pastoral staff without the approval of the District Superintendent. Pastoral staff members shall be called by the Governance Authority and appointed by the District Superintendent. The District Superintendent shall suggest to the Governance Authority the names of such workers as in his judgment have proper qualifications for pastoral staff. Upon appointment by the District Superintendent, a pastoral staff member and spouse become members of this church. Pastoral staff include all those whose position calls for licensing as an "official worker," as defined in the General Regulations in the Manual of The Christian and Missionary Alliance.

Any member of the pastoral staff may resign from this church by giving due notice of this intention to the District Superintendent and the Governance Authority. The Governance Authority may, in conjunction with the district superintendent, ask for the resignation of any member of the pastoral staff. Before such action is taken, the Governance Authority and that member shall follow the guidelines as prescribed by the District Superintendent. The District Superintendent, with the approval of the District Executive, shall have the authority to remove or transfer a member of the pastoral staff when the Governance Authority is in

PHAAJ VIII. COV XWBFWB

Kev Paabcuam Xwbfbw. Saib kev
paabcuam xwbfbw huv
pawgntseeg le Kaabke
Txheejtxheem Paabcuam Xwbfbw.

ARTICLE VIII. PASTORAL STAFF

Pastoral Care. Refer to policy for Pastoral Care.

disagreement or whenever circumstances make such removal or transfer advisable.

ARTICLE IX. DUTIES OF CHURCH OFFICERS

Section 1. Lead Pastor

The lead pastor shall have oversight of this church. He shall be chairman of the governance authority except as he may choose to proceed according to the provisions in Article VI. He shall preside at all regular or special meetings of the church membership. He is a member ex officio of all church committees and organizations. When the membership has no pastor, the chairman or vice chairman of the governance authority shall have oversight of the church in conjunction with the district superintendent. The lead pastor shall be the president of this church where such office is required by law.

Section 2. Secretary

The secretary shall keep the minutes of membership meetings and conduct the correspondence of this church as directed by the governance authority. The secretary shall attend and keep minutes of other meetings as specified in the local church bylaws.

Section 3. Treasurer

The treasurer shall receive all monies of this church and shall be responsible for the payment of all bills on the order of the governance authority as specified by the local church bylaws, keeping proper book records of all transactions, and filing canceled vouchers and receipts for payments made. The

PHAAJ IX. COV SAWVCEV DLHA DLEJNUM (OFFICERS) TEGNUM

Feem1. Lead Pastor

Siv le Uniform Constitution teev ca lawm xwb.

Feem 2. Tug Teev Ntawv

Tus teev ntawv yog paab kaavxwm xaivtsaa taw lug rua lub rooj saablaaj xaiv. Nwg le noobnyoog ua dlejnum yog ob (2) lub xyoos.

Feem 3. Tug Ca Nyaj

Tug ca nyaj yog paab kaavxwm xaivtsaa ua tug taw lug rua lub rooj saablaaj xaiv. Nwg noobnyoog ua dlejnum yog ob (2) lub xyoos.

Feem 4. Tug Ca Nyaj Xaa Moo Zoo

Tug ca nyaj xaa Moo Zoo yog paab kaavxwm xaivtsaa taw lug rua lub rooj saablaaj xaiv. Nwg noobnyoog ua dlejnum yog ob (2) lub xyoos. Tug nuav tsi nyob rua paab

ARTICLE IX. DUTIES OF CHURCH OFFICERS

Section 1. Lead Pastor

Refer to Uniform Constitution declarations.

Section 2. Secretary

The Secretary will be nominated by the Nomination Committee and elected at the Annual Meeting. The term of service shall be two (2) years.

Section 3. Treasurer

The Treasurer will be nominated by the Nomination Committee and elected at the Annual Meeting. The term of service is two (2) years.

Section 4. Missionary Treasurer

The missionary treasurer will be nominated by the Nomination Committee and elected at the Annual Meeting. The term of service is two (2) years. The missionary treasurer is not a member of the Church Officers.

governance authority shall determine where funds of this church shall be kept. No offerings shall be solicited from the membership except upon approval of the governance authority.

Section 4. Missionary Treasurer

When required by local church bylaws, the missionary treasurer shall account for all missionary monies and oversee the forwarding of the same to the treasurer of The Christian and Missionary Alliance on or before the tenth of the following month.

Section 5. Assistant Treasurer

The assistant treasurer shall, with another person or persons appointed by the governance authority, be responsible to count all monies and keep a separate record of all receipts. The assistant treasurer may be empowered to issue receipts to the donors.

kaavxwm sawvcev dlha dlejšnum
huv pawgntseeg (Church Officers).

Feem 5. Tug Paab Ca Nyaj

Tug paab ca nyaj yog paab
kaavxwm xaivtsaa taw lug rua lub
rooj saablaaj xaiv. Nwg noobnyoog
ua dlejšnum yog ob (2) lub xyoos.

Section 5. Assistant Treasurer

The Assistant Treasurer shall be nominated by the Nomination Committee and elected at the Annual Meeting. The term of service is two (2) years.

ARTICLE X. COMMITTEES AND ORGANIZATIONS

Section 1. Elders

The Church shall have _____ elders elected at the annual meeting of the membership. The call of Christ the Chief Shepherd to men to serve as elders is both discerned and confirmed by the Church membership. Elders shall therefore be male members of the Church. The pastor and the other elders are the highest level of servant leadership in the Church. As undershepherds, elders shall serve with the senior pastor to oversee both the temporal and spiritual affairs of the local church in order to accomplish Christ's mission. They shall constitute the Committee on Membership. They shall be the Committee on Discipline in accordance with the Manual. All officers, committees, and organizations except the Nominating Committee are amenable to the collective oversight of the elders through the governance authority.

PHAAJ X. TEJ PAAB PAWG

Feem 1. Cov Txwjlaug-yuav lawv le Uniform Constitution.

- A. Lub Rooj Txwjlaug muaj 10 leej.
- B. Lub rooj Txwjlaug yog paab kaavxwm xaivtsa taw lug rua rooj saablaaj txwmxyoo xaiv.
- C. Puab lub noob nyoog ua dlejnum yog ob (2) lub xyoos, tabsis yuav muab faib lug xaiv ib xyoo twg tsib (5) leeg.

ARTICLE X. COMMITTEES AND ORGANIZATIONS

Section 1. The Elders-See Uniform Constitution declarations.

- A. The Board of Elders consists of 10 persons.
- B. The Board of Elders will be nominated by the Nomination Committee and elected at the Annual Meeting.
- C. The term of service is two (2) years, with five (5) members elected on alternating years.

Section 2. Deacons

The Church shall have _____ deacons (elected at the annual meeting of the membership/appointed by the governance authority). The deacons shall be members of the Church. The deacons shall have charge of those ministries and charities of the Church as determined by the governance authority, receive offerings for such purposes and dispense the same, and make monthly reports as directed. Where there are no deacons, the governance authority shall assume responsibility for their ministries until such are elected or appointed.

Section 3. Deaconesses.

The Church shall have _____ deaconesses (elected at the annual meeting of the membership/appointed by the governance authority). Deaconesses shall be members of the Church and shall be appointed or elected as specified in the local church bylaws. The deaconesses shall have charge of those ministries as determined by the governance authority. Where there are no deaconesses, the governance authority shall assume responsibility for their ministries until such are elected or appointed.

Feem 2 hab 3. Cov Txiv Ncignum hab Nam Ncignum

Cov Txiv Ncignum yog muaj yaamtsawg tsib (5) leeg hab cov Nam Ncignum yog muaj yaam tsawg tsib (5) leeg.

- A. Puab yog lub rooj Tsaavxwm taw. Lub Rooj Tsaavxwm maam le xaa ib tug txwjlaug lug ua tug thawj tswjrooj rua ob paab nuav. Puab teg dlejum yog saib rua pawgntseeg cov tswvcuab hab xwbfbw txujkev tuncua, kev txomnyem hab saib cov nyaj kws tau txais lug paab rua qhov nuav hab lwm yaam lawv le lub Rooj Tsaavxwm pum zoo. Puab lub noobnyoog ua dlejum yog (1) lub xyoos.

Section 2 and 3. Deacons and Deaconesses

Deacons shall consist of a minimum of five (5) members and the Deaconesses shall consist of a minimum of five (5) members.

- A. Members of this ministry shall be appointed by the Governing Authority. An Elder from the Governance Authority will be appointed to be the Chairman for this ministry group. This ministry shall oversee all donations and services contributing towards the (needy/ poor) members of the church and pastoral staff and shall also provide additional services deemed necessary by the Governing Board. The term of service shall be 1 year.

Section 4. Missions Committee

A Missions Committee shall be appointed by the Governance Authority as specified in the local church Bylaws. The purpose of the Missions Committee is to assist the Pastor in administering the year-round missions program, planning and promoting the annual Missions Conference, recruiting candidates, and promoting the financial and prayer support of the worldwide ministry of The Christian and Missionary Alliance.

Feem 4. Paab Kaavxwm Xaa Moo Zoo

Paab kaavxwm Xaa Moo Zoo nuav muaj tsib (5) leeg. Lub Rooj Tsaavxwm yog tug taw puab lug rua Lub rooj saablaaj txwmxyoo nrug pumzoo, tshwj tug Ca nyaj yog Paab Kaavxwm Xaivtsaa yog tug tawnpe lug rua lub rooj saablaaj txwmxyoo xaiv. Tomqaab xaiv tau puab lawd tug thawj xwbfbw lossis thawj tswjrooj maamle teem sijhawm hu puab tuaj xaiv tug thawj hab tug teevntawv rua puab. Saib Constitution (Article X, section 4) txug puab teg dlejnum. Puab lub noobnyoog ua dlejnum yog ib (2) lub xyoos.

Section 4. Missions Committee

The Missions Committee shall consist of 5 members. The Governance Authority shall appoint the members and submit them for approval at the annual meeting, EXCEPT for the Treasurer. The Missions Treasurer shall be nominated by the Nominations Committee and be elected. The Senior Pastor or the Chairman of the Governance Authority will call a meeting with the Committee to appoint a Chairman and Secretary for the Committee. Their term of service is two (2) years.

Section 5. Disciplemaking Ministry

Each church shall have a Sunday school or a comparable disciplemaking ministry. The mission of Disciplemaking Ministry is to bring people to a saving knowledge of Christ, teach biblical principles emphasizing missions and the centrality of Christ as Savior, Sanctifier, Healer, and Coming King, and equip people for evangelism and Christian service. The DM Council shall oversee the Disciplemaking Ministry for children, youth, and adults.

Feem 5. Paab Kaavxwm Saib Kev Kawm Nubkaaj

Tug xwbfbw Cobqha Thwjtim yuav tau taw cov kaavxwm lug rua lub Rooj Tsaavxwm nrug pumzoo. Puab le noobnyoog ua dlejnum yog ob (2) lub xyos. Yog thaus twg pawgtseeg tsi muaj tug xwbfbw rua phaab Cobqha Thwjtim nuav lawm, lub Rooj Tsaavxwm maam le taw tug thawj saib kev kawm Nubkaaj. Nwg maam taw cov kaavxwm lug rua lub rooj Tsaavxwm pum zoo.

Section 5. Sunday School

The DM Pastor will appoint the officers for the DM department and submit them for approval by the Governance Authority. The DM committee's term of service is two (2) years. In the absence of a DM Pastor, the Governance Authority shall preside over the appointing of a coordinator for this ministry. The coordinator will forward names of committee members to the GA for approval.

Section 6. Alliance Women

An Alliance Women ministry may be established in the local church. They shall be organized according to the Alliance Women's policies.

Feem 6. Paab Kaavxwm Namtsev

- A. Alliance Women yog ib feem dlejnwm tshwjxeeb huv pawg ntseeg. Puab teg dlejnwm yog ua lawv le Hauvpaug Koomhum Qebsab (CM Handbook), Koomhaum Moob Namtsev, hab pawgntseeg tej homphaj.
- B. Tug Thawj Namtsev yog thawj xwbfbw ua tug taw hab coj lug rua lub rooj saablaaj pum zoo lawv le hauvpaug Koomhum qhebsab kevcai. Nqua hu tug thawj namtsev koomteg nrug tug thawj xwbfbw hab lub rooj tsaavxwm ua dlejnwm. Dluale, lwm tug kaavxwm tso rua thawj namtsev maamle xaiv lug rua lub rooj tsaavxwm pum zoo.
- C. Puab le noobnyoog ua dlejnwm yog ob (2) lub xyoos.

Section 6. Alliance Women

- A. The AW is an auxiliary ministry of the local church. They shall be organized according the AW policies as contained in the CM Handbook and their duties shall align with C&MA Alliance Women, Hmong District Alliance Women, and local church Alliance Women ministries.
- B. The Alliance Women director (AWD) shall be appointed by the Senior Pastor and approved by the floor during the Annual Meeting in alignment with National Office policy. The AWD is encouraged to collaborate with the Pastoral Staff and GA under their direction. Committee members will be appointed by the alliance women director for approval by the GA.
- C. Their term of service shall be two years.

Section 7. C&MA Men's Ministry

A C&MA Men's Ministry may be established in the local church. It shall be organized according to the local constitution of C&MA Men's Ministry as outlined in the Policy and Procedure Manual for Districts and Churches. C&MA Men's Ministry is committed to discipling men in and through C&MA churches.

Feem 7. Paab Kaavxwm Txivtsev

- A. Koomhum Txivtsev yog ib feem dlejnum tshwjxeeb huv pawg ntseeg. Puab teg dlejnum yog ua lawv le Hauvpaug Koomhum Qebsab, Koomhum Moob Txiv Tsev, hab pawgntseeg tej homphaj.
- B. Tug Thawj Txivtsev yog thawj xwbfbw ua tug taw hab coj lug rua lub rooj saablaaj pum zoo lawv le Hauvpaug Qebsab kevcai. Nqua hu tug thawj txivtsev koomteg nrug tug thawj xwbfbw hab lub rooj tsaavxwm ua dlejnum. Dluale, lwm tug kaavxwm tso rua thawj txivtsev maamle xaiv lug rua lub rooj tsaavwm pum zoo.
- C. Puab le noobnyoog ua dlejnum yog ob (2) lub xyoos.

Feem 8. Cov Hluas

- A. Kev Cobqha cov hluas huv pawgntseeg yog ib feem dlejnum ntawm tug xwbfbw hluas.

Section 7. Alliance Men Ministry

- A. The AM is an auxiliary ministry of the local church. They shall be organized according the AM policies as contained in the CM Handbook and their duties shall align with C&MA Alliance Men, Hmong District Alliance Men, and local church Alliance Men ministries.
- B. The Alliance Men director (AMD) shall be appointed by the Senior Pastor and approved by the floor during the Annual Meeting in alignment with National Office policy. The AMD is encouraged to collaborate with the Pastoral Staff and GA under their direction. Committee members will be appointed by the alliance men director for approval by the GA.
- C. Their term of service shall be two years.

Section 8. Youth Ministry

- A. All youth bible study/activities will be under the coordination the Youth Pastor.

B. Yog thaus twg tsi muaj tug xwbfbw hluas, lub Rooj Tsaavxwm yuav tau taw ib tug Thawj hluas (Youth Director) lug saib teg dlejnum nuav.

C. Paab Kaavxwm Hluas nuav muaj (6) leej ntxiv rua tug xwbfbw hluas lossis tug Thawj Hluas. Tug xwbfbw hluas lossis tug Thawj Hluas maam taw nwg paab kaavxwm lug rua lub Rooj Tsaavxwm nrug pum zoo.

D. Puab le noobnyoog ua dlejnum yog ob (2) xyoos.

Feem 9. Cov Hluas Kawm Qeb Sab & Muaj Dlejnum Lawm

Cov hluas kawm qeb sab hab muaj dlejnum lawm, yog ib feem dlejnum kws tug xwbfbw hluas yuav tau saib. Nws yog tug coj puab hab cobqha puab kuas muaj Tswv Yexus nyob rua huv puab lub neej.

Feem 10. Cov Tshuaj Nyajtxag

Pawgntseeg nuav muaj peb (3) tug tshuaj nyajtxag. Peb tug nuav yog

B. In the absence of a youth Pastor, the Governance Authority will appoint a Youth Director to oversee this ministry.

C. The Youth Ministry committee will consist Six (6) members in addition to the Youth Pastor or the Youth Director. The members shall be appointed by the Youth Pastor or the Youth Director and submit for approval by the Governance Authority.

D. The term of service for the committee Members will be two (2) years.

Section 9. Emerge

The Emerge Ministry is a subsidiary ministry of the Youth Pastor. He shall provide spiritual oversight for this group.

Section 10. Auditors

The Auditors shall consist of three (3) members, appointed by the Governance Authority. Their term of service is one (2) year.

Lub Rooj Tsaavxwm taw lug. Puab
le noobnyoog ua dlejum yog ib (2)
lub xyoos.

Feem 11. Paab Kaavxwm Saib Kev Pehawm Vaajtswv

Paab Kaavxwm Saib Kev Pehawm
Vaajtswv yog muaj yaam tsawg tsib
(5) leeg. Puab yog Lub Rooj
Tsaavxwm taw lug. Thawj xwbfbw
maamle teem sijhawm hu puab
tuaj saablaaj hab nrhav tug thawj
hab tug teevntawv rua puab.
Tomqaab xaiv tau taag lawm, puab
maam le taw ib paab lug ua cov coj
nkauj pehawm (Praise & Worship),
saib paab kaavxwm media hab IT,
hab lwmyaam num kws nyob
huvqaab kev tswjfwv ntawm paab
kaavxwm nuav. Puab lub
noobnyoog ua dlejum yog ob (2)
lub xyoos.

Feem 12. Paab Kaavxwm Tswj Txujcai Saablaaj

Paab Kaavxwm Tswj Txujcai
Saablaaj hab Suav Tuabneeg muaj
peb (3) leeg. Puab yog Lub Rooj
Tsaavxwm taw lug. Thawj xwbfbw
maam le teem sijhawm hu puab
tuaj hab nrhav tug thawj rua puab.

Section 11. Worship Committee

The Worship Committee shall comprise of at least five (5) members, appointed by the Governance Authority. The Senior Pastor shall call the first meeting to appoint the Chairman and Secretary. Subsequently, the Committee has the right to appoint other members or committees to lead corporate praise and worship, oversee the Media and IT committee, as well as other duties assigned in the church policy. The term of service for this Committee is one (2) year.

Section 12. Committee on Rules

The Committee on Rules shall consist of three (3) members, appointed by the Governance Authority. The Senior Pastor shall call the first meeting to appoint the Chairman of this Committee. The term of service for this Committee is three (2) years.

Puab lub noobnyoog ua dlejšnum
yog ob (2) lub xyoos.

Feem 13. Paab Kaavxwm Tshoobku hab Plujtuag

Cov Kaavxwm Tshoobkug hab
Plujtuag yog muaj tsib (5) leeg.
Puab yog lub Rooj Tsaavxwm taw
lug. Thawj xwbfbw maam le teem
sijhawm hu puab tuaj saablaaj hab
nrhav tug thawj hab tug teevntawv
rua puab. Puab muaj cai nrhav
lwmtug lug paab leg dlejšnum. Puab
teġnum yog muab Hauvpaug
Koomhum Moob kev tswjfw m rua
Tshoobku hab Plujtuag coj lug siv
rua huv pawġntseeg kuas ua tau
lawvle HKM cov kevcai. Puab lub
noobnyoog ua dlejšnum yog ob (2)
lub xyoos.

Feem 14. Paab Kaavxwm Kevcai Lijchoj Ntxiv

Phaab Kaavxwm Kevcai Lijchoj ntxiv
nuav yog muaj tsib (5) leeg kws lub
Rooj Tsaavxwm taw lug ntxiv rua
thawj xwbfbw kuas muaj rau (6)
leej. Thawj xwbfbw maam le teem
sijhawm hu puab tuaj saablaaj hab
nrhav tug thawj hab tug teevntawv

Section 13. Weddings and Funerals Committee

Members of the Weddings and Funerals Committee shall
comprise of five (5) members and shall be appointed by the
Governance Authority. The Senior Pastor shall call the first
meeting to appoint the Chairman and Secretary. The Committee
shall appoint additional members to assist in the
implementation of duties as applicable (for weddings and
funerals). The "Policies and Procedures for Weddings and
Funerals" established by Hmong District shall govern the actions
of this Committee. The term of service is two (2) years.

Section 14. Bylaw Committee

The Bylaw committee shall comprise of five (5) members and be
appointed by the governance authority with the addition of the
senior pastor, making a total of six. The Senior Pastor shall call
the first meeting to appoint the Chairman and the Secretary. The
term of service is three (2) years.

rua puab. Puab lub noobnyoog ua
dlejnum yog ob (2) lub xyoos.

Feem 15. Paab Media

Paab Media nuav muaj yam tsawg
tsib (5) leeg. Tug thawj ntawm
paab kaavxwm nuavyog Lub Rooj
Tsaavxwm taw lug. Paab kaavxwm
nuav muaj tug thawj, tug saib
audio/sound, tug saib rua video,
tug graphic designer hab tug
cameraman. Thaum xaiv tau tug
thawj lawd nwg maamle moog taw
lwmtug lug nyob rua cov meejmom
sau nuav. Puab lub noobnyoog ua
dlejnum yog ob (2) lub xyoos.

Paab Media nuav ua num huv qaab
tswjfwm Paab Saib Kev Pehawm
Vaajtswv uake tsi has thaus
pehawm Vaajtswv lossis huv tej
rooj txhawbsab kws pawgntseeg
muaj.

Feem 16. Paab Kaavxwm Informational Technology (IT)

Paab IT nuav muaj yaam tsawg peb
(3) leeg. Tug thawj ntawm paab
kaavxwm nuav yog Lub Rooj
Tsaavxwm taw lug. Puab teg num

Section 15. Media Committee

The Media Committee shall comprise of five (5) members. The Governance Authority will appoint the Chairman for this committee. This Committee shall delegate a lead person for each of the following areas: Audio/Sound Tech, Video, Graphic Designer and Cameraman. The Chairman has the right to appoint additional members as needed. The term of service is two years.

The Media Committee shall work in collaboration with and is overseen by the Worship Committee to accomplish all ministerial services required by the church.

Section 16. IT Committee

The IT Committee shall comprise of three (3) members. The Governance Authority will appoint the Chairman for this committee. This Committee shall delegate a lead person for each of the following areas: Audio/Sound Tech, Video, Graphic

yog saib pawgntseeg lub website, internet, xuv tooj, hab lwm yaam kws has txug technology. Puab lub noobnyoog ua dlejum yog ob (2) lub xyoos.

Designer and Cameraman. The Chairman has the right to appoint additional members as needed. The term of service is two years.

Feem 17. Paab Kaavxwm Saib Kev Ruajntseg (Security)

Paab Kaavxwm nuav muaj yam tsawg tsib (5) leeg. Tug thawj ntawm paab kaavxwm nuav yog Lub Rooj Tsaavxwm taw lug. Tug thawj maam moog nrhav lwm tug lug paab hab coj lug rua lub rooj Tsaavxwm pum zoo. Puab teg dlejum yog saib rua kev ruajntseg tsi has saab huv tsev lossis saab nrau, lub sijhawm kws pawgntseeg pehawm Vaajtswv, pawgntseeg tej koobtsheej, cov hluas, hab lwm yaam kws lub rooj tsaavxwm khaiv. Puab lub noobnyoog ua dlejum yog ob (2) lub xyoos.

Section 17. Security

The Security Committee shall comprise of at least five (5) members. The Governance Authority will appoint the Chair for this committee. The Chair has the right to appoint additional members for GA approval. Their duties include security inside and outside facilities during worship, church events, youth, and any other requested by the GA. The term of service is two years.

Feem 18. Paab Kaavxwm Khu Tuamtsev

Paab kaavxwm nuav muaj yaam tsawg peb (3) leeg. Tug thawj ntawm paab kaavxwm nuav yog

Section 18. Building and Maintenance

The Building and Maintenance Committee shall comprise of at least three (3) members. The Governance Authority will appoint the Chair for this committee. The Chair has the right to appoint

Lub Rooj Tsaavxwm taw lug. Tug thawj maam le moog taw nwg paab kaavxwm lug rua lub rooj tsaavxwm pum zoo. Puab teg dlejum yog saib xyuas pawgntseeg lub tuamtsev, ob lub tsev kws xwbfbw nyob, pawgntseeg tej teejtug (property), hab lwmyaam kws lub rooj tsaavxwm pum zoo. Puab lub noobnyoog ua dlejum yog ob (2) lub xyoos.

Feem 19. Lwm Paab Kaavxwm

Lub Rooj Tsaavxwm muajcai taw lwm phaab kaavxwm lug ua dlejum ntxiv lawvle puab pum hastas tsimnyog.

additional members for GA approval. Their duties include oversight of the church building, parsonage, general property, and other duties assigned by the Governing Authority. The term of service is two years.

Section 19. Other Committees

The Governance Authority shall create/appoint other committees as needed for the services in the church.

ARTICLE XI. MISSIONS MOBILIZATION

A mission conference shall be held annually for the promotion and support of the worldwide work of The Christian and Missionary Alliance.

PHAAJ XI. ROOJ TXHAWB NQAA KEV XAA MOO ZOO

Saib Kevcai Lijchoj kuas meej. Paab kaavxwm saib kev xaa Moo Zoo yog paab yuav npaaj lub rooj txhawbnqaa kev xaa Moo Zoo.

ARTICLE XI. MISSIONS CONFERENCE

See Constitution. The missions committee is responsible for the annual mission's conference.

ARTICLE XII. DISCIPLEMAKING MINISTRY

A major ministry of this church shall be Disciplemaking Ministry of Jesus Christ. The disciplmaking process includes evangelism, building up believers, equipping workers, and multiplying leaders, among adults, youth and children. The Governance Authority shall specify how disciplmaking is to be pursued. The purpose of Disciplemaking Ministry is to bring people to a saving knowledge of Christ, teach biblical principles emphasizing missions and the centrality of Christ as Savior, Sanctifier, Healer and Coming King, and equip people for evangelism and Christian service.

PHAAJ XII. Phaab Kaavxwm Saib Kev Kawm Nubkaaj

Pawgntseeg muaj paab Kaavxwm cobqha, Thwjt看, Phaab X, Feem 5.

ARTICLE XII. SUNDAY SCHOOL

See Disciplemaking Ministries, Article X, Section 5.

ARTICLE XIII. PROPERTY AND RECORDS

Section 1. Property

The Church may acquire, own, dispose of, improve, encumber, and convey property, real and personal, for church purposes, in conformity with the laws of the state where the property is situated. Real property may be purchased, sold, conveyed, exchanged, mortgaged, or encumbered only by order of the membership through the governance authority, in consultation with the district superintendent. In states where trustees are required, the order of the membership shall proceed through them.

Section 2. Records

The official records of all officers of the church and all its departments are the property of the church. In the event of the death or resignation of the incumbent or upon the election of his successor, the current records of the office shall be passed on to the newly elected officer. All records other than current shall be kept in a secure repository selected by the Governance Authority.

Section 3. Audit

All financial records shall be examined annually or at more frequent intervals on order of the Church governance authority. At least three persons, none of whom is a financial officer or a Church staff member, shall be appointed by the governance

PHAAJ XIII. PHAAB KAAVXWM SAIB PEEVTXHEEJ

Pawgntseeg tsi muaj paab kaavxwm saib peevtxheej. Teg dlejnum saib peevtxheej yog tso rua lub rooj tsaavxwm saib hab ua lawv le Uniform Constitution tub teev tseg lawm.

ARTICLE XIII. BYLAWS-PROPERTY AND RECORDS

GHAC does not have a trustee committee. The duties of trustee are referred to the Governing Authority to conduct in alignment with the Uniform Constitution.

authority to conduct the examination. They shall follow procedures set forth in the current edition of the Finance Manual for Alliance Church Treasurers (and Pastors). The governance authority shall authorize actions to conform with additional audit standards that may be required by the jurisdiction in which the Church is located.

ARTICLE XIV. NOMINATING COMMITTEE

A Nominating Committee shall consist of the senior pastor, two members from the Church membership, selected by, but not necessarily from the governance authority, and two elected from the Church membership in a manner stipulated by the local church bylaws, at least one month prior to the annual meeting.

PHAAJ XIV. PHAAB KAAVXWM XAIV TSAA

Paab Kaavxwm Xaivtsaa nuav muaj tsib (5) leeg, xwsle: Tug thawj xwbfbw, ob (2) tug kws Lub Rooj Tsaavxwm taw lug hab ob (2) tug kws pawgntseeg taw lug. Tug thawj xwbfbw yog tug tswjrooj hab xaiv ib (1) tug lug ua tug teevntawv. Puab tegnum yog moog nrhav hab taw cov tswvcuab lug rua cov meejmom xaivtsaa. Thaus taw tau taag lawd, puab yuav tau muab cov npe lug nyeem thawj zag rua pawgntseeg, nyeem zag ob rua pawgntseeg, yaamtsawg ib (1) lub limtam uantej yuav xaivtsaa. Zag peb yog nyeem huv Rooj Saablaaj txwm xyoo, ua ntej yuav xaivtsaa.

Puab teg dlejnum xaus tomqaab pawgntseeg xaivtsaa tau txhua tug lug tuav dlejnum lawvle kev xaivtsaa huv rooj saablaaj txwmxyoo.

ARTICLE XIV. NOMINATING COMMITTEE

The Nominating Committee shall consist of the Senior Pastor, two (2) members appointed from the Governance Authority and two (2) elected from the church member at large. The Senior Pastor shall preside as the Chairman and a secretary shall be appointed. The Nomination Committee shall submit the first reading of names and second reading of names at least one week before the ballot casting. The third reading of names shall be conducted at the Annual Meeting prior to ballot casting.

The Nominating Committee's term of service ends when the Annual Election is complete.

ARTICLE XV. ELECTIONS

In consideration of elections, the Nominating Committee shall present at least one name for each office to be filled. Other nominations may be made from the membership. The officers shall be elected by ballot at the annual meeting. Where only one name is presented, the ballot may be waived by unanimous vote.

Any active member of the membership may nominate any person for an elected position according to the following:

The member wishing to place the name in the nomination will submit the name to the Nominating Committee in writing within the timeframe posted by the Nominating Committee

The Nominating Committee will satisfy itself that the person to be nominated meets the criteria of the Constitution and Bylaws for holding elected office.

The Nominating Committee may consider the person to be nominated as their nominee if so desired. The Nominating Committee may also elect NOT to consider the person as their nominee.

Once the Nominating Committee has completed its work and rendered its report, an Official Ballot will be prepared for use at the Annual Meeting. The Official ballot will contain the names as presented

PHAAJ XV. KEV XAIVTSAA

Feem 1. Cov Kws Yuav Lug Ua Dlejnum

A. Tug kws tsimnyog yuav lug ua thawcoj, Vaajtswv Txujlug yeej teev meej nyob rua huv I Timothy 3:1-13 hab Titus 1:6-9 lawm. Nwg yuav tau xyum coj lubneej puvnpov Vaajtswv tug Ntsujplig hab lawvle cov nqai Vaajlugkub sau nuav. Tsi taagle, nwg yuavtsum yog tug tswvcuab kws kubsab paab pawgntseeg.

B. Tug kws raug taw lug ua Txwjlaug hab cov saib peevtxheej yuavtsum yog 25 xyoos rov sau hab yuav quaspuj.

C. Nyob rua huv ib nqai twg hab ib lub meejmom twg tsuas pub ib tug has tau ib zag lossis taw tau ib leeg xwb.

D. Yog paab kaavxwm Xaivtsaa tub nruug ib leeg twg thaam hab

ARTICLE XV. ELECTIONS

Section1. Qualifications for Office

A. The Spiritual Qualifications as stated in I Timothy 3:1-13 and Titus 1:6-9 will be the standards used for nominations of church officers. Each nominee must be a person full of the spirit of God, lives according to the statutes in these verses and has shown faithfulness in serving the members of the church.

B. Nominees for Board of Elders must be at least 25 years of age and married.

C. Each member is allowed to nominate one person per position.

D. If a person has declined nomination to a position from the Nomination Committee, that person may not be nominated

for each position by the Nominating Committee. Further, those names presented by the membership that meet the required criteria will also be placed on the Official ballot. However, they will be identified by an asterisk (*) and an appropriate footnote explanation that they have been nominated by the membership.

There will be no nominations received from the floor during the election process.

taw nwg npe rua ib lub
meejmom (position), tabsis
nwg tsi kaam rua puab taw,
thov kuas nwg tsi xob pub lwm
tug taw nwg npe lug sistw rua
lub meejmom ntawd lawm.

- E. Ib tug tswvcuab twg taw tau
lwm tug tswvcuab rua ib lub
meejmom lawv le nuav:
1. Tug tswvcuab kws xaav
taw lwm tug npe yuav tau
muab dlaim ntawv taw
npe rua paab Kaavxwm
Tawnpe lawv le lub
sijhawm kws paab
Kaavxwm tub teem tseg
lawm.
 2. Paab Kaavxwm Tawnpe
maam saib tug raug taw
npe puas tsimnyog lawv le
kevcai lijchoj ntxiv.
 3. Paab Kaavxwm Tawnpe
muaj cai muab tug raug
taw lug ua paab Kaavxwm
tug. Tabsis paab Kaavxwm
Tawnpe muaj cai tsi xaiv
tug raug taw lug ua tug

for the same position by another church member.

- E. Any active member of the membership may nominate any person for an elected position according to the following:
1. The member wishing to place the name in the nomination will submit the name to the Nominating Committee in writing within the timeframe posted by the Nominating Committee.
 2. The Nominating Committee will satisfy itself that the person to be nominated meets the criteria of the Constitution and Bylaws for holding elected office.
 3. The Nominating Committee may consider the person to be nominated as their nominee if so desired. The Nominating Committee may also elect NOT to consider the person as their nominee.

kws puab taw hab.

- | | |
|--|---|
| <p>4. Thaus paab Kaavxwm
Tawnpe ua puab teg
dlejnum tav lawm, hab
tshaabxu tav, hab
tshaabxu taag lawm, puab
maam npaaj dlaim npe
xaivtsaa lug rua lub Rooj
Saablaaj. Dlaim npe
xaivtsaa yuav muaj cov
npe rua txhua lub
meejmom. Cov npe kws
cov tswvcuab taw lug yuav
tau muab sau rua dlaim
ntawv xaivtsaa ntawd,
tabsis, cov npe ntawd
yuav tau sau ib lub cim
nubqub (*) rua ntawm
puab lub npe qha tas puab
raug taw npe lug ntawm ib
tug tswvcuab, tsi yog lug
ntawm paab Kaavxwm
Tawnpe.</p> | <p>4. Once the Nominating Committee has completed its work and rendered its report, an Official Ballot will be prepared for use at the Annual Meeting. The Official ballot will contain the names as presented for each position by the Nominating Committee. Further, those names presented by the membership that meet the required criteria will also be placed on the Official ballot. However, they will be identified by an asterisk (*) and an appropriate footnote explanation that they have been nominated by the membership.</p> |
| <p>F. Yuav tsi muaj kev taw npe
thaus saablaaj txwm xyoo.</p> | <p>F. There will be no nominations received from the floor during the election process.</p> |
| <p>G. Paab kaavxwm xaivtsaa tsi
muaj cai sawv cev nwg tug
kheej taw lwm tug npe rua kev</p> | <p>G. Members of the nomination committee are not allowed to individually nominate a different candidate for open</p> |

xaiv tsaa lawm.

positions.

Feem 2. Kev Pov Ntawv Xaiv Section 2. Ballots

A. Lub meejmom twg kws
pawgntseeg tsi tawnpe lug
ntxiv, ces tsi taag yuav
povntawv xaiv. Tsuas yog thov
suab pumzoo feemcoob ntawm
rooj saablaaj xwb tau lawm.

B. Nyob rua ib lub meejmom twg,
tsuas pub ib tug tswvcuab
suamnpe tau rua ib leeg xwb.
Yog lub meejmom twg xaiv
pistsawg leej, tsuas pub suam
txug npaum ntawd xwb.

C. Yog tau suab sisnpaug ntawm
ib lub meejmom twg, yuavtsum
povntawv xaiv ntxiv kuas muaj
tug yeej.

D. Txhua tug kaavxwm kws raug
povntawv xaiv, yog leejtwg tau
suab ntau dlua ces tug ntawd
yog tug tau txais meejmom.

A. Any position that does not have additional nominee from
the floor does not require ballots. A majority approval from
the floor will be required for acceptance of the nominee.

B. Each member shall be allowed one vote per position.

C. In the event of a tie, ballots shall be recast until a winner is
declared.

D. Positions that have multiple nominees will require
ballots. The nominee with the most votes shall be declared
the winner.

ARTICLE XVI. REVERSION OF PROPERTY

(Phaaj nuav tsi txhais)

Recognizing the purpose of the members of this congregation to support both the doctrines and the mission of The Christian and Missionary Alliance through the contributions of their tithes, offerings, and special gifts, and to ensure that the future use of such assets and real property as this church may from time to time acquire shall not be diverted from this purpose, this church adopts the following property reversion clause.

1. Property Reversion Events. Any of the following shall constitute a “property reversion event:” (a) the decision or action of this church to disaffiliate or otherwise separate itself from the Christian and Missionary Alliance without the prior written approval of such decision or action by the District Executive Committee (or its equivalent) of the district in which this church is located, (b) the failure for any reason of this church to be subject to or abide by any of the purposes, usages, doctrines, or teachings of The Christian and Missionary Alliance, (c) the failure for any reason of this church to qualify as an “accredited church” of The Christian and Missionary Alliance (as such term is defined in the Bylaws of The Christian and Missionary Alliance), or (d) the termination of this church’s existence for any reason.
2. Determination of a Property Reversion Event. The determination of whether a property reversion event has occurred shall be considered and decided by the District Executive Committee (or its equivalent) of the district of The Christian and Missionary Alliance in which this church is located in accordance with procedures established from time to time by the Board of Directors of The Christian and Missionary Alliance.
3. The decision of such District Executive Committee (or its equivalent) shall be final and binding on The Christian and Missionary Alliance, the district of The Christian and Missionary Alliance in which this church is located, and may not be challenged by any party in the absence of fraud, collusion, or arbitrariness.
4. Consequences of a Property Reversion Event. Upon the occurrence of a property reversion event as determined in accordance with item 2 above, legal title to all real and personal property (tangible and intangible), appurtenances, fixtures, and effects of whatever type then owned, held, or used by this church, without regard to how or from whom acquired, shall, upon the demand of the district of The Christian and Missionary Alliance in which this church is located, revert to and become the property of such district of The Christian and Missionary Alliance. During the period of time between the occurrence of the property reversion event and the complete and final transfer of legal title to the district of The Christian and Missionary Alliance in which this church is located, this church shall hold such property in trust for such district to be used exclusively to further the purposes, usages, doctrines, and teachings of The Christian and Missionary Alliance.
5. Waiver of Certain Property Reversion Events. In the event of a property reversion event attributable to differences in doctrine between this church and The Christian and Missionary Alliance, the property reversion process set forth above may be waived upon the approval of (a) at least two thirds of the active, attending members of this church, (b) the District Executive Committee (or its equivalent) of the district of The Christian and Missionary Alliance in which this church is located, and (c) Church Ministries of The Christian and Missionary Alliance.

ARTICLE XVII. BYLAWS

Church bylaws not in conflict with this Constitution, the provisions of the Bylaws of The Christian and Missionary Alliance, or the laws of the state are required and will be adopted by a duly called meeting of the church. As a minimum, the church bylaws will include provisions for the composition and name of its Governance Authority that is in keeping with Article VI above. A copy of such Bylaws shall be filed with the District Superintendent.

PHAAJ XVII. KEVCAI LIJCHOJ NTXIV

Ua lawv le Uniform Constitution
tau qha tseg.

ARTICLE XVII. BYLAWS

See Uniform Constitution

ARTICLE XVIII. AMENDMENTS

This Constitution may be amended only by the General Council of The Christian and Missionary Alliance, in accordance with the provisions of Section 10.2 of the Amended and Restated Constitution and Bylaws of The Christian and Missionary Alliance as applied to the Uniform Constitution for Accredited Churches.

PHAAJ XVIII. KEV HLOOV

Feem 1. Pawgntseeg Kev Pumzoo

Tsaab Kevcai Lijchoj Ntxiv nuav tsuas yog hloov, khu hab ntxiv tau huv rooj saablaaj txwmxyoo lossis rooj saablaaj tshwjxeeb nrug pawgntseeg kws yog tau txais suab feem coob.

Feem 2. Koomhum Kev Hloov

Yog hastas Koomhum Qebsab lossis Koomhum Moob hloov lossis ntxiv kevcai lijchoj nqai twg, tshooj twg, Lub Rooj Tsaavxwm yuav tau muab xaa moog rua paab kaavxwm Kevcai Lijchoj hloov lossis ntxiv rua pawgntseeg phoo kevcai lijchoj. Tomqaab ntawd maam qha rua pawgntseeg nrug paub xwb.

Feem 3. Cov Kaabke Ua Dlejnum

Cov kaabke ua dlejnum (Policies & Procedures) ntawm txhua phaab kaavxwm huv pawgntseeg tso rua Lub Rooj Tsaavxwm ua cov saib, khu hab hloov lawvle puab pum hastas tsimnyog.

ARTICLE XVIII. AMENDMENTS

Section 1. Local Church Approval

Bylaws may be amended at the Annual meeting or at "special meetings" but must be approved by a majority.

Section 2. National/ District Approval

Any amendments to the Uniform Constitution by the National or District Office shall be submitted to the Local Governance Authority for review and amendment to the church Bylaws. The Governance Authority shall make known such amendments to the local church members.

Section 3. Policies/Procedures

The Governance Authority shall have the oversight, review and amendment rights to all policies within the local church as needed.

ARTICLE XIX. CONFORMANCE WITH APPLICABLE LAW

In cases where any provision of this Constitution may not conform to state laws, the district concerned shall be authorized to make such adjustments as necessary in counsel with the vice president for Church Ministries of the Christian and Missionary Alliance so as to conform to such laws.

SAME SEX MARRIAGE

Manual of the C&MA, Section H2.2 (e), 2016 Edition.

In no case ought any person to enter into any so-called “marriage” with a person of the same sex. Homosexual unions are specifically forbidden in Scripture and are described as manifestations of the basest forms of sinful conduct which degrade dignity and desecrate God’s creation design (Leviticus 20:13, Romans 1:26-27, 32, 1 Corinthians 6:9)

ARTICLE XIX. KEVCAI NKAAGKIS NRUG ZEJZOG TEJ KEVCAI

Yog thauss twg Koomhum Qebsab phoo Kevcai Lijchoj tsi coj lawv le lub Xeev twg tej kev coj noj coj ua, Hauvpaug Koomhum Moob muaj cai nrug Koomhum Qebsab tuav xaam txug kev hloov lossis khu kuas lawv le lub Xeev tej kev cai.

SAME SEX MARRIAGE

Phau Manual, Feem H2.2 (e), 2016 Edition

Txwv tsi pub cov tswvcuab ib tug twg, txivneej “yuav” txivneej, quaspuij “yuav” quaspuij. Kev sisyuav le ntawd, Vaajtswv Txujlug txwv lawv le Teev Npe 20:13, Loos 1:26-27, 32, 1 Kau. 6:9 hab qha tas yog kev phem kev qas kws rhuav Vaajtswv kev tsim noobneej hab nplajteb.

ARTICLE XIX. CONFORMANCE WITH APPLICABLE LAW

See Constitution

SAME SEX MARRIAGE

See Constitution