



GRACE
HMONG ALLIANCE CHURCH

CHURCH CONSTITUTION & BYLAWS

Pawgntseeg Kevcai Lijchoj,
Kevcai Lijchoj Ntxiv

2026 Edition

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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 Aaskiv (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. Vam Txoov Yaj, Thawjtswj

N. Tswv Zoov Ya, Teevntawv

Kx. Xeev Ntxawg Xoom, Xwbfbw

Kx. Nkaajlev Vaaj

N. Tsom Puam Muas

Use of This Constitution Booklet

The contents of this Church Constitution include 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. Chuck Yang, Chair

Angel Ya, Secretary

Dr. Rev. Singer Soung, Pastor

Rev. Nkangle Vang

May Vang

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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 muaj cai tsim tej Kevcai Lijchoj Ntxiv (Bylaws) hab Kaabke Ua Dlejnum (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 nquahu 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 Ntxiv nuav, yauv raug qhuabntuag hab yog tsi kaam nyob huv qaab kev qhuabntuag tes yuav raug rhu tswvcuab.

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 (GHAC) 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.

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.

Hompaj

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

Mission

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

Zeemmuag

Pawgntseeg Grace Hmong Alliance Church lub zeemmuag yog koj tuabneeg lug ua Tswv Yexus thwjtim (Mathais 28:18-20).

Vision

The vision of Grace Hmong Alliance Church is to become a Great Commission Church (Matthew 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

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

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

PHAAJ II. KEV ZWM RUA KOOMHUM QEBSAB

Lub Rooj Saablaaj Luj

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

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.

hereon in agreeing to initiate or continue such relationship, this church agrees to be subject to and abide by the terms and conditions of Article XVI hereof relating to the reversion of property of accredited churches.

cuabkaav ua tau.

Hauvpaug Koomhum Moob Rooj Saablaaj Txwmxyoo

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-Thawj Tswjrooj yuav tau moog.
2. Dlua le lwmtug yog tso rua paab Kaavxwm xaivtsaa taw hab coj lug rua Lub Rooj Saablaaj Txwmxyoo huv pawgtseeg nrug pumzoo xwb.
3. Qhov kws yuav xaa pistsawg leej ntawd yog tsocai rua Lub Rooj Tsaavxwm ua tug txavtxim sab xyoo xaam xyoo.

Hmong District Annual Meeting

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

1. If the Lead Pastor is the chairman of the Governance Authority, the Vice-Chairman must also attend as a delegate. If the Lead Pastor is not Chairman, the 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 pawgtseeg lawvle pawgtseeg le Kaabke Txheejtxheem Txais Tswvcuab.

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 pawgtseeg tej Rooj Saablaaj, tshwj tej yaam kws has txug numtswv cai.
- C. Tug tswvcuab kws ua kevcai rausdlej hab muaj 18 xyoo rov saud lawm muaj cai:
 1. Ua tau thawjcoj huv pawgtseeg, tshwj lub meejmom txwjlaug kws yuavtsum muaj noobnyoog 25 xyoos rov saud hab muaj quaspuj.

ARTICLE III. MEMBERSHIP

Section 1. Membership Process

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

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 may have:
 1. The privilege of being nominated and elected to an office in the church with the exception of the office of elders which requires someone to be at least 25 years of age and married.
 2. Officers shall satisfy the scriptural standards for church leadership as

-
2. Tug kws muaj cai tuav dlejnnum huv pawgntseeg yog tug kws xyum coj lubneej lawvle 1 Timautes 3:1-13 hab Titus 1:6-9.

Feem 3. Kev Qhuabntuag Tswvcuab

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).

Feem 4. Kev Rhu/Tawm/Tshais Chaw

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

stated in 1 Timothy 3:1-13 and Titus 1:6-9.

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.

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. ORDINANCES

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 ministries.

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 treasurer, 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

PHAAJ IV. KEVCAI COJ

Ua lawvle Koomhum Qebsab tub teev tseg lawm.

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. 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 kws yuav siv rua xyoo tshab, khu Kevcai Lijchoj Ntxiv yog muaj tejyaam kws tsimnyog khu, kev xaivtsaa, hab

ARTICLE IV. ORDINANCES

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

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 meetings shall be set by the Governance Authority.

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

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.

lwmyaam dlejšnum kws yuav tau npaaj rua xyoo tshab.

Lub Rooj Tsaavxwm yog tug tswj Lub Rooj Saablaaj Txwmxyoo huv pawgntseeg.

Feem 2. Kev Tshaabxu Txwmxyoo

Kev tshaabxu txwmxyoo ntawm tej phaab rua pawgntseeg yog tso rua Nubkaaj ntawm lub ob (2) hlis lub xyoo tshab. GA maamle txavtxim txhua xyoo has tas yuav ua rua nub twg.

Feem 3. Sijhawm Ua Dlejšnum

Txhua phaab Tsaavxwm/Kaavxwm kws xaiv tau huv pawgntseeg yuav tau pib ua dlejšnum lawvle xyoo pib hab xaus, lub 1 hlis nub tim 1 moog txug lub 12 hlis nub tim 31.

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 muaj cai nrhav los tsi nrhav dlua ib tug lug hloov. Tomqaab ntawd maamle tshaabxu rua pawgntseeg paub.

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 February of the New Year. The exact date will be determined by GA on a yearly basis.

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 through December 31st.

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 Tswjrooj Saablaaj

Pawgntseeg nuav yuav Tswjrooj Saablaaj moog lawvle Robert Tej Cai Tswjrooj.

Section 5. Annual Meeting Precedence

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

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

PHAAJ VI. Lub Rooj TSAAVXWM HUV PAWGNTSEEG

Pawgntseeg Grace Hmong Alliance Church nuav pumzoo siv TUAB LUB ROOJ TSAAVXWM KWS FEEM COOB YOG COV TXWJLAUG.

Feem 1. Lub Npe:

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

Feem 2. Lub Rooj Tsaavxwm Taagnhro

Lub Rooj Tsaavxwm nuav muaj kaumplaub (14) leeg.

Lub Rooj Tsaavxwm muaj kaumplaub (14) leeg xwsle: Thawj Xwbfbw, kaum (10) tug Txwjlaug – txivneej xwb, tug Teevntawv, tug Canyon, hab tug Paab Canyon. Thawj Xwbfbw yuav yog tug Tswjrooj. Yog Thawj Xwbfbw tsi leeg ua tug Thawj Tswjrooj, Lub Rooj Tsaavxwm maam xaiv lwmtug lug ua tug Tswjrooj. Lub Rooj Tsaavxwm yuav tau xaiv ib tug lug ua tug

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 fourteen (14) members.

The Governance Authority Board shall consist of fourteen (14) members and include the following: The Lead Pastor, ten (10) Elders-all men, the Secretary, Treasurer, and Assistant Treasurer. The Lead Pastor shall be Chairman. In the instance that the Lead Pastor declines this position, the Governance Authority will elect the

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 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 judgment of the Governance Authority, the best interests of the church will be served thereby.

Lwm-Thawj Tswjrooj.

Feem 3. Cov Nyob Huv Lub Rooj Tsaavxwm

Yog muaj tug Thawj Xwbfbw, 10 tug Txwjlaug kws yog txivneej xwb, tug Teevntawv, tug Canyon, hab tug Paab Canyon.

Feem 4. Noobnyoog Ua Dlejnum

Puab le noobnyoog ua dlejnum yog ob (2) xyoos. Thaus xaivtsaa cov txwjlaug, yuav tau xaiv kem ib xyoos twg tsib (5) leeg, taagnrho yog kaum (10) leej. Cov Txwjlaug yuavtsum yog txivneej xwb. Dlua le lwmtug Tsaavxwm huv Lub Rooj Tsaavxwm yog quaspuj los tau.

Feem 5. Kev Saablaaj Txwm

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. Dlejnum

- A. Lub Rooj Tsaavxwm teg dlejnum yog saib rua homphaj dlejnum, kev siv nyajtxag hab saib txhua paab Kaavxwm cov dlejnum kuas ua rua pawgntseeg lujhlab. (Txhais tawm ntawm Kevcai Lijchoj).

Chairman. The Governance Authority will also elect a Vice-Chairman.

Section 3. Constituents

The Governance Authority Board shall consist of the following: The Lead 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 two (2) years. Election of the five (5) Elders shall rotate annually for a total of ten (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

Two-thirds (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.

- B.** Lub Rooj Txwjlaug teg dlejnum: Cov txwjlaug muaj cai puvntoob rua kev saib hab ua dlejnum paab pawgntseeg rua saab kev ntseeg.
- C.** Yog thaus pawgntseeg muaj tej yaam dlejnum yomceev, cov tswjxwm dlha dlejnum (Phaaj VII) muaj cai txavtxim sab ua teg dlejnum ntawd kuas tav. Tomqaab ntawd, maamle tshaabxu rua Lub Rooj Tsaavxwm paub.

- 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.** In the event of an emergency, the officers (see Article VII) shall execute the duties required 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 TSWJXWM

Cov Tswjxwm muaj 5 leeg.

- 1.** Yog Thawj Xwbfbw ua tug Tswjrooj: Thawj Xwbfbw, tug Lwm-Thawj Tswjrooj, tug Teevntawv, tug Canyon, hab tug Paab Canyon.
- 2.** Yog Thawj Xwbfbw tsi ua Tswjrooj rua Lub Rooj Tsaavxwm, nwg tseem yog ib tug Tswjxwm hab ua tug tswjrooj rua paab Tswjxwm. Paab Tswjxwm muaj xwsle: Thawj Xwbfbw, tug Tswjrooj, tug Teevntawv, tug Canyon hab tug Paab Canyon.
- 3.** Thawj Xwbfbw yuav ua Thawj Tswjrooj rua paab Tswjxwm.

ARTICLE VII. OFFICERS

The officers shall consist of the following.

- 1.** If the Lead Pastor is also the Chairman: The officers shall consist of the Lead Pastor, Vice-Chairman, Secretary, Treasurer, and Assistant Treasurer.
- 2.** If the Lead Pastor is not the Chairman of the Governance Authority, he is still an officer and will chair the Officer Board. The officers shall consist of: the Lead Pastor, Chairman, Secretary, Treasurer, and Assistant Treasurer.
- 3.** The Lead Pastor is still an officer and will head the Officer Board.

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

PHAAJ VIII. COV XWBFWB

Kev Paabcuam Xwbfwb. Saib kev paabcuam xwbfwb huv pawgntseeg le Kaabke Txheejtxheem Paabcuam Xwbfwb.

ARTICLE VIII. PASTORAL STAFF

Pastoral Care. Refer to policy for Pastoral Care.

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 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.

PHAAJ IX. COV TSWJXWM TEGNUM

Feem 1. Thawj Xwbfbw

Siv le Kevcai Lijchoj teev ca lawm xwb.

Feem 2. Tug Teevntawv

Tug Teevntawv yog paab Kaavxwm Xaivtsaa taw lug rua Lub Rooj Saablaaj xaiv. Nwg le noobnyoog ua dlejnum yog ob (2) lub xyoos.

Feem 3. Tug Canyon

Tug Canyon 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 Canyon Xaa Moo Zoo

Tug Canyon 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 Cov Tswjxwm huv pawgntseeg.

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 Nominating 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 Nominating Committee and elected at the Annual Meeting. The term of service is two (2) years.

Section 4. Missions Treasurer

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

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 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. Missions 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.

Feem 5. Tug Paab Canyon

Tug Paab Canyon yog paab Kaavxwm Xaivtsaa taw lug rua Lub Rooj Saablaaj xaiv. Nwg noobnyoog ua dlejum yog ob (2) lub xyos.

Section 5. Assistant Treasurer

The Assistant Treasurer shall be nominated by the Nominating 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.

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

PHAAJ X. TEJ PAAB PAWG

Feem 1. Cov Txwjlaug Yuav Lawvle Kevcai Lijchoj.

- A. Lub Rooj Txwjlaug muaj kaum (10) leej.
- B. Lub rooj Txwjlaug yog paab Kaavxwm Xaivtsa taw lug rua Rooj Saablaaj Txwmxyoo xaiv.
- C. Puab lub noobnyoog ua dlejnium yog ob (2) lub xyoos, tabsis yuav muab faib lug xaiv ib xyoo twg tsib (5) leeg.

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.

ARTICLE X. COMMITTEES AND ORGANIZATIONS

Section 1. The Elders-See Uniform Constitution Declarations.

- A. The Board of Elders consists of ten (10) persons.
- B. The Board of Elders will be nominated by the Nominating 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 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.

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.

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.

A. Puab yog Lub Rooj Tsaavxwm taw. Thawj Xwbfbw maamle teem sijhawm hu puab tuaj saablaaj hab nrhav tug Thawj rua puab. Tug Thawj rua puab yog ib tug txivneej nyob rua ntawm paab txiv ncignum hab nam ncignum. Puab teg dlejnum 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 lwmyaam lawvle Lub Rooj Tsaavxwm pumzoo. Puab lub noobnyoog ua dlejnum yog ib (1) lub xyoos.

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 Canyaj 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 Kevcai Lijchoj (Phaaj X, Feem 4) txug puab teg dlejnum. Puab lub noobnyoog ua dlejnum yog ob (2) lub xyoos.

A. Members of this ministry shall be appointed by the Governing Authority. The Lead Pastor shall call the first meeting to appoint the Chairman. The Chairman for the Deacons and Deaconesses shall therefore be a male member of the Deacons / Deaconess. 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 one (1) year.

Section 4. Missions Committee

The Missions Committee shall consist of five (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 Nominating Committee and be elected. The Lead 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 Disciplemaking Council shall oversee the Disciplemaking Ministry for children, youth, and adults.

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 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 Cobqha Thwjtim nuav lawm, Lub Rooj Tsaavxwm maamle taw tug Thawj saib kev kawm Nubkaaj. Nwg maam taw cov Kaavxwm lug rua Lub Rooj Tsaavxwm pumzoo.

Feem 6. Paab Kaavxwm Namtsev

- A. Koomhum Namtsev yog ib feem dlejnum tshwjxeeb huv pawg ntseeg. Puab teg dlejnum yog ua lawvle Hauvpaug Koomhum Qebsab (CM Handbook), Koomhaum Moob Namtsev, hab pawgtseeg tej homphaj.
- B. Tug Thawj Namtsev yog Thawj Xwbfbw ua tug taw hab coj lug rua Lub Rooj Saablaaj pumzoo lawvle Hauvpaug Koomhum Qebsab kevcai. Nquahu tug Thawj Namtsev koomteg nrug tug Thawj Xwbfbw hab Lub Rooj Tsaavxwm ua dlejnum. Dluale, lwmtug Kaavxwm tso rua Thawj Namtsev maamle xaiv lug rua Lub Rooj

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 Ministry

- A. Alliance Women is an auxiliary ministry of the local church. They shall be organized according to the Alliance Women policies as contained in the Church Ministries (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 Lead Pastor and approved by the floor during the Annual Meeting in alignment with National Office policy. The

Tsaavxwm pumzoo.

AWD is encouraged to collaborate with the Pastoral Staff and GA under their direction. Committee members will be appointed by the AWD for approval by the GA.

- C. Puab le noobnyoog ua dlejnum yog ob (2) lub xyoos.

- C. Their term of service shall be two (2) 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 pawgntseeg. Puab teg dlejnum yog ua lawvle Hauvpaug Koomhum Qebsab, Koomhum Moob Txiv Tsev, hab Koomhum Txivtsev huv pawgntseeg tej dlejnum.
- B. Tug Thawj Txivtsev yog Thawj Xwbfbw ua tug taw hab coj lug rua Lub Rooj Saablaaj pumzoo lawvle Hauvpaug Koomhum Qebsab kevcai. Nquahu tug thawj txivtsev koomteg nrug tug Thawj Xwbfbw hab Lub Rooj Tsaavxwm ua dlejnum. Dluale, lwmtug Kaavxwm tso rua Thawj Txivtsev maamle xaiv lug rua Lub Rooj Tsaavxwm pumzoo.
- C. Puab le noobnyoog ua dlejnum yog ob (2) lub xyoos.

Section 7. Alliance Men Ministry

- A. Alliance Men (AM) is an auxiliary ministry of the local church. They shall be organized according to 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 Lead 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 (2) years.

Feem 8. Cov Hluas

- A.** Kev Cobqha cov hluas huv pawgntseeg yog ib feem dlejnum ntawm tug Xwbfbw Hluas.
- B.** Yog thaus twg tsi muaj tug Xwbfbw Hluas, Lub Rooj Tsaavxwm yuav tau taw ib tug Thawj Hluas lug saib teg dlejnum nuav.
- C.** Paab Kaavxwm Hluas nuav muaj rau (6) leej ntiv 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 pumzoo.
- D.** Puab le noobnyoog ua dlejnum yog ob (2) xyoos.

Feem 9. Cov Muaj Noobnyoog 18 Xyoo Rov Sau Kws Tsi Tau Muaj Txwjnkawm

Cov muaj noobnyoog 18 xyoo rov sau kws tsi tau muaj txwjnkawm, Thawj Xwbfbw maamle teem sijhawm hu puab tuaj hab nrhav tug Thawj rua puab. Puab lub noobnyoog ua dlejnum yog ob (2) lub xyoos.

Section 8. Youth Ministry

- A.** All youth Bible study and activities will be under the coordination of the Youth Pastor.
- 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 shall consist of 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. Single Adults

The Single Adult Ministry is an auxiliary ministry. The Lead Pastor shall call the first meeting to appoint the Chairman of this committee. The term of service for this committee is two (2) years.

Feem 10. Cov Tshuaj Nyajtxag

Pawgntseeg nuav muaj peb (3) tug tshuaj nyajtxag. Peb tug nuav yog Lub Rooj Tsaavxwm taw lug. Puab le noobnyoog ua dlejum yog ob (2) lub xyoos.

Section 10. Auditors

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

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 maamle taw ib paab lug ua cov coj nkauj pehawm, saib paab Txuaslug hab paab Tshuab Hlwbhlau, hab lwmyaam num kws nyob huvqaab kev tswjfw m ntawm paab Kaavxwm nuav. Puab lub noobnyoog ua dlejum yog ob (2) lub xyoos.

Section 11. Worship Committee

The Worship Committee shall comprise of at least five (5) members, appointed by the Governance Authority. The Lead 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 worship through song, oversee the Media and IT committee, as well as other duties assigned in the church policy. The term of service for this committee is two (2) years.

Paab Txuaslug

Paab Txuaslug nuav muaj yaam tsawg tsib (5) leeg. Tug Thawj ntawm paab Kaavxwm nuav yog Lub Rooj Tsaavxwm taw lug. Paab nuav muaj tug Thawj, tug Saib Suab Ntxhe, tug saib rua Tsodluab, tug Khudluab hab tug Yeegdluab. Thaus xaiv tau tug Thawj lawd nwg maamle moog taw lwmtug lug nyob rua cov meejmom saud nuav. Puab lub noobnyoog ua dlejum yog ob (2) lub xyoos.

Media

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.

Paab Txuaslug nuav ua num huv qaab tswjfw m Paab Saib Kev Pehawm Vaajtswv uake tsi has thaus

The Media Committee shall work in collaboration with and is overseen by the Worship Committee to

pehawm Vaajtswv lossis huv tej rooj txhawbsab kws pawgntseeg muaj.

accomplish all ministerial services required by the church.

Paab Kaavxwm Tshuab Hlwbhlau

Paab Kaavxwm Tshuab Hlwbhlau nuav muaj yaam tsawg peb (3) leeg. Tug Thawj ntawm paab Kaavxwm nuav yog Lub Rooj Tsaavxwm taw lug. Puab teg num yog saib pawgntseeg lub vaagsaab, internet, xuv tooj, hab lwmyaam kws has txug tshuab hlwb hlau. Puab lub noobnyoog ua dlejnum yog ob (2) lub xyoos.

Information Technology (IT)

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

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 maamle teem sijhawm hu puab tuaj hab nrhav tug Thawj rua puab. Puab lub noobnyoog ua dlejnum yog ob (2) lub xyoos.

Section 12. Committee on Rules

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

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 maamle teem sijhawm hu puab tuaj saablaaj

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

hab nrhav tug Thawj hab tug Teevntawv rua puab. Puab muaj cai nrhav lwmtug lug paab leg dlejnum. Puab tegnum yog muab Hauvpaug Koomhum Moob (HKM) kev tswjfw m rua Tshoobku hab Plujtuag coj lug siv rua huv pawgntseeg kuas ua tau lawvle HKM cov kevcai. Puab lub noobnyoog ua dlejnum yog ob (2) lub xyoos.

Authority. The Lead 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.

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 maamle teem sijhawm hu puab tuaj saablaaj hab nrhav tug Thawj hab tug Teevntawv rua puab. Puab lub noobnyoog ua dlejnum yog ob (2) lub xyoos.

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 Lead Pastor, making a total of six (6) members. The Lead Pastor shall call the first meeting to appoint the Chairman and the Secretary. The term of service is two (2) years.

Feem 15. Paab Kaavxwm Saib Kev Ruajntseg

Paab Kaavxwm nuav muaj yaam tsawg tsib (5) leeg. Tug thawj ntawm paab Kaavxwm nuav yog Lub Rooj Tsaavxwm taw lug. Tug Thawj maam moog nrhav lwmtug lug paab hab coj lug rua Lub Rooj Tsaavxwm pumzoo. Puab teg dlejnum yog saib rua kev ruajntseg tsi has saab huv tsev hab saab nrau, lub sijhawm kws pawgntseeg pehawm Vaajtswv,

Section 15. 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

pawgntseeg tej koobtsheej, cov hluas, hab lwmyaam kws Lub Rooj Tsaavxwm khaiv. Puab lub noobnyoog ua dlejnum yog ob (2) lub xyoos.

Feem 16. Paab Kaavxwm Khu Tuamtsev

Paab Kaavxwm nuav muaj yaam tsawg peb (3) leeg. Tug Thawj ntawm paab Kaavxwm nuav yog Lub Rooj Tsaavxwm taw lug. Tug Thawj maamle moog taw nwg paab Kaavxwm lug rua Lub Rooj Tsaavxwm pumzoo. Puab teg dlejnum yog saibxyuas pawgntseeg lub tuamtsev, ob lub tsev kws xwbfbw nyob, pawgntseeg tej teejtug, hab lwmyaam kws Lub Rooj Tsaavxwm pumzoo. Puab lub noobnyoog ua dlejnum yog ob (2) lub xyoos.

Feem 17. Lwm Paab Kaavxwm

Lub Rooj Tsaavxwm muaj cai taw lwm phaab Kaavxwm lug ua dlejnum ntxiv lawvle puab pum hastas tsimnyog.

events, youth, and as requested by the GA. The term of service is two (2) years.

Section 16. 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 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 (2) years.

Section 17. 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, txhawb cov ntseeg kuas kub sab rua kev xaa txuj moo zoo yaam tsawg peb zag rua ib xyoo, hab saib kev tshaajtawm txuj moo zoo rua lub zejzog.

ARTICLE XI. MISSIONS CONFERENCE

See Constitution. The Missions Committee is responsible for the annual Missions' Conference, mission focused Sundays, and local evangelism.

ARTICLE XII. DISCIPLEMAKING MINISTRY

A major ministry of this church shall be Disciplemaking Ministry of Jesus Christ. The disciplemaking process includes evangelism, building up believers, equipping workers, and multiplying leaders, among adults, youth and children. The Governance Authority shall specify how disciplemaking 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

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 lawvle Kevcai Lijchoj tub teev tseg lawm.

ARTICLE XIII. BYLAWS-PROPERTY AND RECORDS

GHAC does not have a Trustee Committee. The duties of Trustees are referred to the Governance Authority to conduct in alignment with the Uniform Constitution.

staff member, shall be appointed by the Governance 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 Xaivtsaa

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 Txwmxyoo, uantej 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 five (5) members: the Lead Pastor, two (2) members appointed from the Governance Authority and two (2) elected from the church member at large. The Lead Pastor shall preside as the Chairman and a secretary shall be appointed. The Nominating 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

PHAAJ XV. KEV XAIVTSAA

Feem 1. Cov Kws Yuav Lug Ua Dlejnum

- A.** Tug kws tsimnyog yuav lug ua thawjcoj, Vaaajtswv Txujlug yeej teev meej nyob rua huv 1 Timautes 3:1-13 hab Titus 1:6-9 lawm. Nwg yuav tau xyum coj lubneej puwnpo Vaaajtswv tug Ntsujplig hab lawvle cov nqai Vaaajlugkub saud nuav. Tsi taagle, nwg yuavtsum yog tug tswvcuab kws kubsab paab pawgntseeg.
- B.** Tug kws yuav raug taw lug ua Txwjlaug hab cov saib peevtxheej yuavtsum yog 25 xyoos rov sau hab yuav quaspuj.
- C.** Nyob rua huv kev taw npe ib lub meejmom twg tsuas pub ib tug has tau ib zag lossis taw tau ib leeg xwb.
- D.** Yog paab Kaavxwm Xaivtsaa tub nrug ib tug twg thaam hab taw nwg npe rua ib lub meejmom, tabsis nwg tsi kaam rua puab taw, thov kuas nwg tsi xob pub lwmtug taw nwg npe lug sistw rua lub meejmom ntawd lawm.
- E.** Ib tug tswvcuab twg taw tau lwmtug tswvcuab rua ib lub meejmom lawvle nuav:

ARTICLE XV. ELECTIONS

Section1. Qualifications for Office

- A.** The spiritual qualifications as stated in 1 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 Nominating Committee, that person may not be nominated 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:

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.

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

1. Tug tswvcuab kws xaav taw lwmtug npe yuav tau muab dlaim ntawv taw npe rua paab Kaavxwm Tawnpe lawvle lub sijhawm kws paab Kaavxwm tub teem tseg lawm.

2. Paab Kaavxwm Tawnpe maam saib tug raug taw npe puas tsimnyog lawvle kevcai lijchoj ntxiv.

3. Paab Kaavxwm Tawnpe muaj cai txais lossis tsi txais tug raug taw ntawm cov tswvcuab lug ua puab tug.

4. Thaus paab Kaavxwm Tawnpe ua puab teg dlejnum tav lawm, hab tshaabxu taag lawm, puab maam npaaj Dlaim Ntawv Xaivtsaa lug rua Lub Rooj Saablaaj. Dlaim Ntawv 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.

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 choose NOT to consider the person as their nominee.

4. Once the Nominating Committee has completed their work and rendered their 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

F. Yuav tsi muaj kev taw npe thaus saablaaj txwmxyoo.

G. Paab Kaavxwm Xaivtsaa tsi muaj cai sawvcev nwg tugkheej taw lwmtug npe rua kev xaivtsaa lawm.

membership.

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

G. Members of the Nominating Committee are not allowed to individually nominate a different candidate for open positions.

Feem 2. Kev Povntawv Xaiv

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 tug xwb.

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

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

Section 2. Ballots

A. Any position that does not have additional nominees 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 candidate receives a majority vote.

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 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 Mission 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 lawvle Kevcai Lijchoj 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.

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

PHAAJ XVIII. KEV HLOOV

Feem 1. Pawgtseeg Kev Pumzoo

Tsaab Kevcai Lijchoj Ntxiv nuav tsuas yog hloov, khu hab ntxiv tau huv Rooj Saablaaj Txwmxyoo lossis Rooj Saablaaj tshwjxeeb nrug pawgtseeg 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 pawgtseeg phoo Kevcai Lijchoj Ntxiv. Tomqaab ntawd maam qha rua pawgtseeg nrug paub xwb.

Feem 3. Cov Kaabke Ua Dlejnum

Cov Kaabke Ua Dlejnum ntawm txhua phaab Kaavxwm huv pawgtseeg tso rua Lub Rooj Tsaavxwm ua cov saib, khu hab hloov lawvle puab pum hastas tsimnyog.

ARTICLE XIX. KEVCAI NKAAGKIS NRUG ZEJZOG TEJ KEVCAI

Yog thaus twg Koomhum Qebsab phoo Kevcai Lijchoj tsi coj lawvle 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 lawvle lub xeev tej kev cai.

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

See Constitution

and Missionary Alliance so as to conform to such laws.

SAME SEX MARRIAGE

Manual of the C&MA, Section H3.

TXIVNEEJ YUAV TXIVNEEJ, QUASPUJ YUAV QUASPUJ

Phoo Qauv Ua Dlejnum, Feem H3. Vim tsi tau txhais hab yeej ua lawv le Hauvpaug Koomhum Qebsab le kevcai, moog sai C&MA phoo manual Feem H3.

SAME SEX MARRIAGE

Refer to the C&MA Constitution section H3.