

# CONSTITUTION AND BY-LAWS OF THE INTERCONTINENTAL CHURCH OF GOD

## PREAMBLE

WHEREAS, Jesus Christ commissioned His true church, "Go ye into all the world and preach the gospel to every creature" (Mark 16:15), and said, "Go ye therefore, and teach [make disciples of] all nations, baptizing them in the name of the Father, and of the Son, and of the Holy Spirit: Teaching them to observe all things whatsoever I have commanded you" (Matthew 28:18-20), and

WHEREAS Jesus Christ commanded Peter, "Feed my sheep" (John 21:16,17), and whereas Jesus Christ said, "I will build My church" (Matthew 16:18), of which He was to remain the Perpetual, Living, Spiritual Head (Ephesians 1:22), and whereas Christ inspired the Apostle Paul to write, "And He gave some, apostles; and some, prophets; and some, evangelists; and some, pastors and teachers; For the perfecting of the saints, for the work of the ministry, for the edifying of the body of Christ ... " (Ephesians 4:11,12), and

WHEREAS, Jesus Christ promised He would never leave nor forsake His church (Matthew 28:20),

## COVENANT

We, therefore, proclaim that we are members of the spiritual organism that is the body of Christ, the church, and do hereby dedicate ourselves to fulfilling the task of fulfilling the GREAT COMMISSION Jesus Christ placed upon His church; a two-part commission which includes preaching the gospel of the kingdom of God to the world as a witness and caring for the flock of Christ, "... Till we all come in the unity of the faith, and of the knowledge of the Son of God, unto a perfect man, unto the measure of the stature of the fulness of Christ;" (Ephesians 4:13), and proclaim that we will strive to live according to every word of God (Matthew 4:4), being examples to our brethren in the church and our fellow citizens in the world of whatever race, color, creed, faith, or political persuasion; being "subject to the powers that be" in our lands insofar as the laws of human governments do not conflict with the Divinely-revealed laws of God (Acts 5:29); that we will earnestly strive to maintain the "faith once delivered to the Saints" (Jude 3), and that we will, insofar as we are humanly capable, obey God's commands that we "...grieve not the Holy Spirit of God, whereby [we] are sealed unto the day of redemption [and that we shall] let all bitterness, and wrath, and anger, and clamor, and evil speaking, be put away from [among us], with all malice: and [that we will be] kind one to another, tenderhearted, forgiving one another, even as God for Christ's sake has forgiven [us]" (Ephesians 4:30-32).

We do further covenant with God and with each other that, in obedience to the example and commands of our Lord and Savior Jesus Christ, we humbly accept, as a primary prerequisite to become and remain a member of the body of Christ, the church, that we must always be prepared to forgive one another, even as God has forgiven each one of us.

## ARTICLE I

This church, a legally-incorporated body, and a non-profit corporation, shall be known as THE INTERCONTINENTAL CHURCH OF GOD.

## ARTICLE II

The primary mission of this church shall be to fulfill the two-part commission of Christ given to His apostles, and incumbent upon every generation of His church, to preach the good news of the coming Kingdom of God

to all the world as a witness, and to "feed the flock of God ... taking [accepting] the oversight thereof, not by constraint [compulsion], but willingly; not for filthy lucre, but of a ready mind; Neither as being lords over God's heritage, but being examples to the flock" (I Peter 5:2,3).

FURTHER, the mission of this church shall be:

(1) To ordain qualified ministers and servants in the church according to the Divinely-revealed pattern for the purpose of furthering the primary purpose of the church; i.e., to feed the flock of God as stated in ARTICLE II, and in the PREAMBLE and COVENANT.

(2) To raise up local churches of converted, baptized believers as God adds to His church through His calling as expressed by Christ Himself Who said, "Come unto Me, all ye that labor and are heavy laden, and I will give you rest" (Matthew 11:28) and Who said to His disciples, "Lift up your eyes and look on the fields, for they are white already to harvest" (John 4:35), and Who inspired Luke to write, "And the Lord added to the church daily such as should be saved" (Acts 2:47).

(3) The INTERCONTINENTAL CHURCH OF GOD recognizes that there are many different functions within the ministry (servants) of the church, including, but not limited to, prophets, evangelists, pastors and teachers, "helps, governments," deacons and deaconesses. Further, the church is cognizant of its Christ-ordained powers of "binding and loosing" within the confines of Holy Writ, and declares that the expression "helps, governments" allows the ministry of the church to "ordain" or "appoint" those who are qualified to serve the brethren in any capacity deemed necessary in order to fulfill the mission of the church.

(4) The INTERCONTINENTAL CHURCH OF GOD hereby adopts as its doctrines the whole word of God, as revealed in its most ancient manuscripts, and declares that it is in accordance with the doctrines of the CHURCH OF GOD, INTERNATIONAL, founded by Garner Ted Armstrong in Tyler, Texas, in 1978, which doctrines are set forth in the booklet authored by Garner Ted Armstrong entitled, "Everything You've Always Wanted To Know About The Church Of God, International, and Weren't Afraid To Ask," and as set forth in the entire inventory of books, booklets, brochures, articles, magazines, newspapers, newsletters, radio, television, and sermon tapes produced by Garner Ted Armstrong from the date of the incorporation of the Church of God, International in 1978 until his disassociation with said church organization as of December 31st, 1997. Further, the INTERCONTINENTAL CHURCH OF GOD hereby adopts the "Statement of Beliefs" as published by the Church of God, International on or before March 14th, 1998,

(5) The church will establish and maintain such organizations for the youth of the church as expedient and required, such as Sabbath schools, field trips, sports and/or arts and crafts competitions, and strive to provide for the youth of the church as many programs and activities as are possible within the church's financial and physical means.

### ARTICLE III

#### AFFILIATION/ASSOCIATION:

THE INTERCONTINENTAL CHURCH OF GOD declares that it is in affiliation with, and in support of the evangelistic outreach programs of the "Garner Ted Armstrong Evangelistic Association," so long as said Association continues to adhere to the truth of the Gospel as set forth in ARTICLE II, and so long as said Association cooperates with the INTERCONTINENTAL CHURCH OF GOD in referring those requesting baptism and/or church affiliation to the local churches or hosted fellowship groups of the ICG.

In return for such referrals, the INTERCONTINENTAL CHURCH OF GOD recognizes that it is incumbent upon each chartered church, non-chartered local congregation or hosted fellowship group to remain staunchly faithful to the doctrines of both bodies, and to remain in close cooperation and mutual support with the Garner

Ted Armstrong Evangelistic Association. Thus, both legal entities form an inseparable part of the two-part commission Christ gave to His church, and both legal entities consider themselves identical parts of the spiritual body of Christ, the Church of God, of which Christ is the living Head.

#### ARTICLE IV

THE INTERCONTINENTAL CHURCH OF GOD declares that it is an "open arms, open door" church. Any person, regardless of nationality, race, color, creed, religious or political persuasion, is welcome to fellowship with the INTERCONTINENTAL CHURCH OF GOD at any of its regular worship services, Bible studies, annual festivals or other church occasions, so long as all such persons refrain from espousing, preaching, teaching, handing out tapes, literature, or materials of any kind which set forth anything contrary to the doctrines and practices of the INTERCONTINENTAL CHURCH OF GOD, and so long as such fellowship remains passive, worshipful, cooperative and cordial. The ICG has no prohibitions regarding who may attend its worship services, recognizing the need of those of all nations, deceived of Satan (Revelation 12:9), following the way of this present world and the "works of the flesh" (Galatians 5:19-21) to hear the truth of the gospel of the Kingdom of God, and the way of salvation preached by Jesus Christ.

#### ARTICLE V EVANGELISM:

The INTERCONTINENTAL CHURCH OF GOD, as expressed in the COVENANT, is established for the purpose of fulfilling the Great Commission of Jesus Christ; that of preaching the gospel to every person, and baptizing those who believe, with special emphasis on the second part of Christ's Great Commission: that of feeding the flock. The ICG fully accepts the responsibility of each of its members to be a "light to the world," like a "beacon on a hill" which "cannot be hid", and accepts that each minister or lay member should always "... sanctify the Lord God in [our] hearts: and be ready always to give an answer to every man that asketh you a reason of the hope that is in you with meekness and fear, Having a good conscience; that, whereas they speak evil of you, as of evildoers, they may be ashamed that falsely accuse your good conduct in Christ" (1 Peter 3:15,16). Further, the church recognizes the responsibility of each lay member to live his or her life as a witness and an example to the world; to engage in personal evangelism through prayer, through personal example, and through participating actively through the local church in helping support evangelistic campaigns, Bible studies, lectures, seminars, or church social events to which the general public is invited.

FURTHER, the INTERCONTINENTAL CHURCH OF GOD encourages each individual member to participate in telephone campaigns, placing advertisements, distributing waybills, announcements, or literature, and zealously taking part in all local efforts to attract people to the evangelistic outreach programs of the GTAEA, as well as local church programs designed to build the church. This may include, but are not limited to, word of mouth invitations, distribution of GTAEA and/or ICG literature or printed materials from the local church, placing of advertisements in publications of any kind, purchasing billboards, setting up fair booths, and reaching out to the general public through any and every Biblically sanctioned means.

The INTERCONTINENTAL CHURCH OF GOD eschews the practice of "going from door to door" and attempting to teach those who have not asked, or force literature upon those who have not asked for it. Thus, each church member and each hosted fellowship group or chartered church considers itself an active part of the body of Christ, assisting in every Godly, Scripturally authorized way in proclaiming the Good News of Christ's soon-coming Kingdom to this earth, but does not attempt to force its faith, hope and belief upon others.

#### ARTICLE VI

THE INTERCONTINENTAL CHURCH OF GOD recognizes the absolute sovereignty of each individual, and the deeply PERSONAL nature of the relationship of each individual lay member to Jesus Christ, Who is

the Living Head of the church. All members are in VOLUNTARY association with the church and its ministry. Each minister, local church and/or hosted fellowship group is in VOLUNTARY association with the BOARD OF DIRECTORS and the church at large.

## ARTICLE VII

**MEMBERSHIP and BASIS FOR FELLOWSHIP:** Since Jesus Christ said, "No man can come unto Me, except the Father which hath sent Me draw him" (John 6:44), and since each member is "added to the church" following repentance, water baptism, and the laying on of hands (Acts 2:38; Romans 6; Acts 19:3-6), it is recognized that each member of the church is drawn by the Spirit of God, personally convicted by the Holy Spirit of God, and is then joined to the spiritual body of Christ through the rite of baptism and the laying on of hands by Christ's ministers and servants who are authorized to perform baptismal rites. Thus, at the instant of begetting by the Holy Spirit, (I Corinthians 12:13), a "new creature in Christ" is begotten (II Corinthians 5:17), and is automatically a "member" of Christ's body, which is the church. THEREFORE, the INTERCONTINENTAL CHURCH OF GOD rejects traditional concepts of "joining" the church through application, required periods of indoctrination or study, placing one's "letter" in the church, or any other method requiring documentation, and accepts as members those who declare their membership and affiliation, whether from a previous baptism and church association, or as a result of having been baptized by an authorized representative of the INTERCONTINENTAL CHURCH OF GOD, or by voluntary association and attendance with local churches, fellowship groups and annual Holy Days of the church.

The most important criterion for fellowship is the spirit of forgiveness and tolerance; an absence of judging or condemning others, and a willingness to be obedient to Christ's instructions in Matthew 18 of going to one's brother (or sister) in the case of any conflicts and resolving the issue in dispute. Fellowship with the church may not be denied because of "personal problems" in one's private life such as a smoking habit. Rather, it is the belief that all such persons need the buttressing of church worship services and fellowship with brethren of like mind who are themselves striving to live a life of overcoming Satan's wiles, their own human natures, and the world around them.

## ARTICLE VIII

**RELATIONSHIP WITH OTHER CHURCHES, FELLOWSHIP GROUPS, OR CORPORATE BODIES:** The INTERCONTINENTAL CHURCH OF GOD is an "open arms, open door" church. Therefore, it welcomes cooperation with any other church body, insofar as such body desires. The ministry of the church shall not prohibit members of the church from attending church services with any other church, Bible study or fellowship group. However, the church will not allow guest speakers from any other churches who espouse doctrines or concepts not held by the ICG, or who engage in proselyting on behalf of any other groups. The ICG specifically welcomes the ministry and membership who are Sabbath-keepers, and who recognize their need to attend the annual Holy Days of the church, including the "Feast of Tabernacles" in the Autumn.

The INTERCONTINENTAL CHURCH OF GOD welcomes close cooperation with any independently-incorporated church groups, and does not regard an independently incorporated local church as estranged, or in competition. The ICG will not seek to bring any independently-cooperating church under its corporate documents, or under its organization or church structure. As an "open arms, open door" church, the ICG hopes that any such independently-incorporated local church will freely fellowship with the ministry and membership of the ICG; that its ministers will be invited to participate in any conferences of the ministry of the ICG; that its ministers will be invited to participate in the speaking schedule at the annual Holy Days of the church, and that its members will be welcome at any regular Sabbath service or annual Holy Day of the ICG.

## ARTICLE IX

DISFELLOWSHIPMENT; The INTERCONTINENTAL CHURCH OF GOD rejects the traditional concept of "excommunication" or "marking" as practiced by various religious hierarchies. Instead, the church accepts the admonition of Jesus Christ, "... if thy brother shall trespass against thee, go and tell him his fault between thee and him alone: if he shall hear thee, thou has gained thy brother. But if he will not hear thee, then take with thee one or two more that in the mouth of two or three witnesses every word may be established. And if he shall neglect to hear them, tell it unto the church; but if he neglects to hear the church, let him be unto thee as a heathen man and a publican" (Matthew 18:15-17). Further, the IGC accepts the admonition of Paul, "Now I beseech you, brethren, mark [take note of] them which cause divisions and offences contrary to the doctrine which ye have learned; and avoid them" (Romans 16:17). Paul wrote to the lay membership, thus placing the responsibility for avoiding heretics or unruly persons on the shoulders of the individual. Each minister or host of a fellowship group is charged with the responsibility of keeping peace in the local group, and may, as required, deny fellowship to any person who is disorderly or contentious, or who attempts to espouse contrary doctrines or practices. The ministry of the church shall adhere to Paul's instructions to Timothy, "If any man teach otherwise, and consent not to wholesome words, even the words of our Lord Jesus Christ, and to the doctrine which is according to godliness:

"He is proud, knowing nothing, but doting about questions and strifes of words, whereof cometh envy, strife, railings, evil surmisings, "Perverse disputings of men of corrupt minds, and destitute of the truth, supposing that gain is godliness: from such withdraw thyself" (1 Timothy 6:3-5).

The church urges each lay member to obey God's word which commands us, "Brethren, if a man be overtaken in a fault, YE WHICH ARE SPIRITUAL, restore such an one in the spirit of meekness, considering thyself, let thou also be tempted (Galatians 6:1).

## ARTICLE X

### BOARD OF DIRECTORS:

#### Section One: Limitations of Power

A. The Board of Directors accepts as its fiduciary responsibility the sacred trust of guarding, preserving and maintaining the spiritual, philosophical and ideological underpinnings of the church, i.e., the goals, missions and purposes of the church.

B. The Board of Directors further accepts as its secondary fiduciary responsibility to hold in trust any physical assets of the church, and will be responsible for having an annual audit and publishing the auditor's report.

C. The powers of the Board do not extend to the private lives or worship of its membership, except that the Board retains the power to revoke the credentials of any minister and/or host of a fellowship group who refuses to support the stated goals and mission of the church, causes division or dissension among the brethren, or who abandons the doctrines of the church.

D. It is recognized that the INTERCONTINENTAL CHURCH OF GOD does not represent the body of Jesus Christ in its entirety, but is a body of believers from that larger body who have associated themselves together in a legal corporation to accomplish a specific mission as set forth in this constitution and in these by-laws.

E. The Board of Directors shall never appoint a "Council of ministers" or any other committee of any kind to which it delegates control over the board.

F. The Board of Directors shall consider all ordained ministers of the church to be fully qualified to assess and appraise the spiritual qualifications of those among them in the local churches and fellowship groups, and to recommend, in writing, any such individuals for ordination or appointment to the Area Coordinators. An Area

Coordinator may ordain any qualified man to the office of teaching elder or deacon, or any qualified woman as a deaconess, and may, at his own discretion, appoint other local officers as may be required for the peaceful and orderly conduct of worship services and other activities of the local church.

#### Section Two A: Chairman of Ecclesiastical Affairs:

A. The Chairman of Ecclesiastical Affairs shall serve for a term of one year, unless otherwise directed by a unanimous resolution of the Board of Directors, and may be re-elected by majority vote for any number of terms.

B. The Chairman of Ecclesiastical Affairs shall approve all ordinations or appointments recommended by the Area Coordinators and the ministry except in the case of teaching elders, deacons, or deaconesses.

C. The Chairman of Ecclesiastical Affairs shall ensure, as his primary duty toward the church, the faithful preaching of the doctrines of the church, at all worship services or evangelistic campaigns, and through books, booklets, articles, articles, magazines, newsletters or literature of any description, and through electronic media of any description, including the Worldwide Web, E-mail, and video and audio-taped sermons which shall be distributed to the local churches and hosted fellowship groups at their request.

D. In the event of the partial disability or death of the Chairman of Ecclesiastical Affairs, the Board shall receive recommendations from the Area Coordinators and the entire ministry of the church, and after fasting and prayer, shall choose a successor by acclamation. Should the Chairman of Ecclesiastical Affairs be partially disabled, but sound of mind, he shall make known to the ministry of the church and the Board his recommendation for a successor. Such successor shall be appointed only by a unanimous vote by the board.

#### Section Two B: The President of Operations

A. The President of Operations shall serve as the Chief Executive Officer of the Church. The Chairman of Ecclesiastical Affairs and the President of Operations shall preside over all regular and special meetings of the Board.

B. The President of Operations shall carry out the day-to-day operations and conduct the business of the church in regard to the faithful preaching of the doctrines of the church, at all worship services or evangelistic campaigns, and through books, booklets, articles, magazines, newsletters or literature of any description, and through electronic media of any description, including the Worldwide Web, E-mail, and video and audio-taped sermons which shall be distributed to the local churches and hosted fellowship groups at their request.

#### Section Three: DUTIES OF DIRECTORS

A. The Chairman shall preside over all regular and special meetings of the Board.

B. The Vice-Chairman shall preside over all meetings of the Board in the event of the absence of the Chairman, or in the event of illness, disability, or death.

C. A Secretary shall keep all minutes of Board meetings.

#### Section Four: COMPOSITION OF THE BOARD

A. The Corporation shall be controlled by a Board of Directors which shall consist of a minimum of five (5) and a maximum of seven (7) officers, who shall also be trustees.

B. The officers of the Board of Directors shall consist of the Chairman, a Vice Chairman and a Secretary.

## Section Five: ELECTION OF BOARD MEMBERS

A. Candidates for Board membership may be recommended from the ministry, hosts, or lay members at any time by sending such recommendation in writing to the Chairman and the entire Board. Recommendations shall include a biographical sketch, at least three written references, a recent photograph, and a written recommendation by at least two ordained ministers of the church.

B. No person may be considered for membership on the Board who has not been a member of the church for at least ten (10) years, and who has been in regular attendance at church worship services and annual Holy Days.

C. No person may be considered for membership on the Board who is not willing to support the goals, mission, and doctrines of the INTERCONTINENTAL CHURCH OF GOD without reservation, and who is not in agreement with the association of the ICG with the Garner Ted Armstrong Evangelistic Association.

D. An Area Coordinator may not be appointed as a Director, since this would represent clear conflict of interest, in that the Board of Directors must approve the appointment of each Area Coordinator. The Area Coordinators are not a self-perpetuating body, but a group of peers, serving the brethren in their respective areas of responsibility.

## Section Six: Board Meetings

A. The Board shall be required to meet at least once annually.

B. The Chairman may call special meetings as required.

C. Any member of the Board may request a meeting of the Board at any time, in writing, and the Board shall acknowledge such request and schedule a meeting within one week or other reasonable period of time from the receipt of such request.

## Section Seven: TERMINATION OF DIRECTORSHIP

A. Each member of the Board shall be elected to serve for a term of five (5) years.

B. A Director may be removed by default if he or she fails to attend annual board meetings except in the case of reasons of health, accident, family illness or other emergency.

## Section Eight: BOARD BUSINESS

A. Each annual meeting of the Board shall be for the purpose of assessing the spiritual condition, growth, and activities of the church, receiving the annual financial report, and assessing future plans. It is acknowledged that the Board is not an executive body; that the President is the Chief Executive Officer, and shall manage the day to day business of the church, and that the Board shall not "micro-manage" the church.

B. The Chairman shall present to the Board an annual "State of the Church" report, including but not limited to the spiritual well-being and physical growth of the church; attendance at local worship services and annual Holy Days, and any other relevant appraisal of the progress of the church during the past year.

C. The Chairman shall present to the Board projections for future growth, adoption of any church programs including Sabbath Schools, youth programs, local building programs, purchase of local church buildings, and/or an annual appraisal of cooperative local evangelistic efforts in concert with the Garner Ted Armstrong Evangelistic Association.

D. The salaries of all executives of the church shall be set by the Board. All salaries shall be within comparable

standards for the industry

## ARTICLE XI

### ORGANIZATION OF LOCAL CHURCHES:

A. A chartered local church of the INTERCONTINENTAL CHURCH OF GOD shall consist of not less than twelve (12) persons, of which ten (10) must be of legal age.

B. A church charter will be issued to any local church which is served by an ordained minister, or a deacon and/or host who has been issued speaking credentials. Charters will be submitted to the appropriate Area Coordinator, consisting of a signed petition from the minister, elder, deacon or host, and issued by headquarters upon receiving a recommendation from the Area Coordinator. Speaking credentials shall be in the form of a certificate issued by the Board, and may be issued upon petition by any local church or hosted fellowship group to the nearest Area Coordinator, following his recommendation to and approval by the President.

C. Worship services of each local church shall consist of the standard format of services as conducted over the past fifty years in the (former) parent organization, the Worldwide Church of God (The Radio Church of God), and the Church of God, International; i.e., a song service (optional, if no piano or music, or no qualified song leader), opening prayer, announcements, a short sermonette (optional; not to exceed twelve minutes), another congregational hymn, followed by a sermon and/or video sermon tape, closing hymn and prayer.

D. No host or volunteer may bring sermonettes or sermons without having been authorized to do so either by the President of the Church, the nearest Area Coordinator, or the minister of record, or until he has been issued speaking credentials. All preachers, speakers or teachers shall speak at the pleasure of a majority of the group assembled. No preacher, speaker or teacher, regardless of ordination or speaking credentials, may impose himself upon a local church or hosted congregation in which the majority of those attending do not wish to hear him speak. Any conflict in this regard should be referred to the Area Coordinators for advice and counsel, and to the President. The decision of the President, upon carefully appraising the wishes of the majority of any local church or hosted fellowship group and the advice of the Area Coordinators, shall be final.

E. No host or volunteer, regardless of whether holding speaking credentials, may preempt a sermon tape from church headquarters if a majority of the hosted group prefers to view a tape. Hosts are authorized to call the meeting to order, open with prayer, make any announcements necessary, and fulfill all the voluntary duties as host, but may not deliver sermons unless possessing the Speaking Credential.

F. The INTERCONTINENTAL CHURCH OF GOD, adhering to Holy Writ, expressly forbids women to preach, or speak to the church during worship services, except that women can speak during seminars or conferences when scheduled, or can teach other women and children as permitted by scripture.

G. It shall be the policy of the INTERCONTINENTAL CHURCH OF GOD to obtain building sites and construct or purchase local church buildings as God provides the financial resources.

## ARTICLE XII

### RESPONSIBILITIES OF AREA COORDINATORS

Each Area Coordinator is a peer among equals, selected from among the ministry of the church for the purpose of overseeing the ministers, chartered or unchartered churches, hosted fellowship groups or individual lay members in his assigned area. It is understood that, as God adds to His church, He will raise up more members and ministers, and that the original areas assigned to each Area Coordinator will eventually be reapportioned to admit such expected growth. The Board has delegated far-reaching authority and responsibility to the Area

Coordinators, who are in turn accountable to the Board. The responsibilities of the Area Coordinators are as follows:

- (1) Responsible for the spiritual well-being and doctrinal faithfulness of each chartered or unchartered church, hosted fellowship group, or individual lay member in his assigned area.
- (2) Responsible as an organizer, counselor, teacher, spiritual example and friend.
- (3) Responsible for putting in place church development programs, such as developing local church mailing lists, conducting leadership seminars, establishing speaking clubs, ladies' clubs, youth clubs and activities, approving those who are capable of being song leaders, appointing or approving those who are authorized to deliver sermonettes, approving the issuance of Speaking Credentials, and approving any others whom he may deem qualified to assume positions of leadership in the local churches.
- (4) Responsible for seeking out, working with and developing potential teachers and speakers. As Paul instructed Timothy to "ordain elders in every church", so the Area Coordinator, together with other ministers in his area, shall determine the qualifications of men who can be ordained as "Elders" or Deacons, and may also ordain deaconesses. An Area Coordinator does not require approval by the Board for ordaining men & women to such offices as stated above.
- (5) Ordination above the level of "elder" will be upon the approval of a clear majority of the Area Coordinators, and are subject to final approval by the Board.
- (6) Responsible for approving as "hosts" those he feels are qualified to lead an hosted fellowship group; for raising up new churches; for promoting local and regional evangelistic campaigns, leadership seminars, and youth activities.
- (7) Responsible for preserving and maintaining the "faith once delivered to the Saints", and dealing with any aberrations in doctrine, divisions or dissensions which might arise among the churches in his area, bearing in mind what Paul commanded Timothy, "Preach the word: be instant [keep at it] in season, out of season: reprove, rebuke, exhort with all longsuffering [patience] and doctrine. For the time will come when they shall heap to themselves teachers, having itching ears, and they shall turn away from the truth, and shall be turned unto fables" (I Timothy 4:2-4). Responsible for pointing out to his fellow Area Coordinators, and to the Board of Directors, any false teacher and who would lead the flock away from the doctrines and practices of the Intercontinental Church of God.
- (8) The Area Coordinator is responsible for maintaining financial records of all Churches of which he is the pastor. (He may wish to appoint his wife, an assistant pastor, a deacon, or responsible lay member to assist him) so that the brethren can receive full benefit allowed by the Internal Revenue Service under Tax Code 501(c)3 for deduction of charitable contribution to the church and/or Evangelistic Association. These should be submitted to headquarters quarterly, and he should encourage other churches in his area to submit financial records directly to headquarters, and they should be on time.
- (9) Responsible for faithful attendance at the Church's annual "Feast of Tabernacles", and encouraging all those in his area to do so. Responsible for programs to assist the poor and elderly to attend the feast, and responsible for helping to search out and locate potential feast sites for the future.
- (10) Each Area Coordinator is accountable only to his peers and to the Board of Directors if he should act contrary to the policies, doctrines and practices of the church. Otherwise, he has full authority to act within the "job description" as explained above, and the Board of Directors pledges not to interfere, intervene, or "micro-manage" the activities of any Area Coordinator who is acting within the parameters of his responsibilities.

### ARTICLE XIII

#### AMENDMENTS:

- A. This CONSTITUTION and these BY-LAWS of the INTERCONTINENTAL CHURCH OF GOD may not be amended except at a meeting of the full Board of Directors, and only after any proposed amendment has been submitted to the Board in writing.
- B. Adoption of constitutional amendments shall only occur upon a unanimous vote by all members of the Board.

### ARTICLE XIV

This corporation is a non-profit church, and is not formed for the pecuniary gain or profit of its Directors, Officers, Ministers or Members. No dividend shall be paid and no part of the income of this corporation shall be distributed to its Directors or Officers, Ministers, Members, or Associates, excepting that reasonable compensation in the form of salaries or reimbursement shall be paid to administrative officials of the corporation or reimbursements and/or salaries paid to ordained ministers of the church for services rendered. All salaries and benefits must be approved by the Board. No bonuses shall be paid to any Director, Officer, Minister or Member, and no Officer, Minister, Member or Employee of the church may borrow from the corporation at any time.

### ARTICLE XV

DISSOLUTION: In the event of dissolution of this corporation, after all debts and obligations are satisfied, no portion of the assets or financial instruments of any kind shall accrue to the personal benefit of any Director, Officer, Minister, Employee or Member. In the event of dissolution, any assets or financial instruments shall be transferred to such Church, Evangelistic Association, Religious Organization or Charity as shall be determined by the Board, so long as such body is a non-profit corporation with identical or similar goal and purposes, and so long as such Church, Evangelistic Association, Religious Organization or Charity has been approved as a Tax-Exempt organization under appropriate Federal (Internal Revenue) Statutes and State Law.