

ONE HOPE CHURCH

Bylaws

*As Approved by the Body of Elders
Revised September 1, 2017*

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ARTICLE I. Name

1.1 Name

The name of this corporation is One Hope Network, Inc and may do business as “One Hope Church,” “One Hope Church Orlando,” “OHC,” and such other names as the Elders of the Church (as defined in [11.1](#)) shall determine from time to time. This corporation will be further referred to in these Bylaws as “One Hope Church” or simply as “the Church.”

ARTICLE II. Offices

2.1 Principal Office

The principal office for business transactions is **11317 Lake Underhill Rd. Suite 500, Orlando, FL, 32825** located in Orange County, Florida. The Elders shall have authority to change the principal office from one location to another. One of the Elders shall record any change in the location of the principal office.

2.2 Other Offices

The Elders shall have authority to establish other offices, campuses, sites, and locations at any place or places where the Church is qualified under applicable law to conduct its business.

ARTICLE III. Purposes

3.1 Purposes

The Church is formed for any lawful purpose or purposes not expressly prohibited under the Florida Not-for-Profit Corporation Act, as amended (the “Act”).

The Church is to promote, encourage, and foster Christian evangelical, religious, charitable, and educational activities; to accept, hold, invest, reinvest, and administer any gifts, legacies, bequests, devises, funds, and property of any sort or nature, and to use, expend, or donate the income or principal thereof for, and to devote the same to, the foregoing purposes of the Church; and to do any and all lawful acts and things which may be necessary, useful, suitable, or proper for the furtherance of accomplishment of the purposes of this Church; provided, however, no act may be performed which would violate Section 501(c)(3) of the Internal Revenue Code of 1986, as it now exists or as it may hereafter be amended.

ARTICLE IV. Purpose, Mission, & Vision Statements

4.1 Purpose Statement

One Hope Church exists to glorify God and grow His kingdom.

4.2 Mission Statement

The mission of One Hope Church is to make disciples who worship, grow, serve, and make more disciples.

4.3 Vision Statement

The vision of One Hope Church is to see the city, nations, and generations find hope in Jesus.

ARTICLE V. Nonprofit Status

5.1 Nonprofit Status

One Hope Church is a Florida not-for-profit corporation under the laws of the state of Florida.

5.2 Fiscal Year

The fiscal year of the congregation and the corporation shall be from January 1 of each year through the following December 31. Standard legal accounting practices will be used, including the elements of Budgeting, Bookkeeping, and Financial Review. An annual budget will be prepared by the Elders and Pastors and be presented to the Partners in a timely manner each year.

ARTICLE VI. Powers and Restrictions

6.1 Powers and Restrictions

Except as otherwise provided in these Bylaws and in order to carry out the above-stated purposes, the Church shall have all those powers set forth in the Act, as it now exists or as it may hereafter be amended. Moreover, the Church shall have all implied powers necessary and proper to carry out its express powers. The powers of the Church to promote the purposes set out above are limited and restricted in the following manner:

The Church shall not pay dividends and no part of the net earnings of the Church shall inure to the benefit of, or be distributable to, its organizers, officers, or other private persons, except that the Church shall be authorized and empowered to make payments and distributions (including reasonable compensation for services rendered to the Church) in furtherance of its purposes as set forth in the Certificate of Formation or these Bylaws. No substantial part of the activities of the Church shall be the carrying on of propaganda, or otherwise attempting to influence legislation, and the Church shall not participate in, or intervene in (including the publication or distribution of statements) any political campaign on behalf of any candidate for public office. Notwithstanding any other provisions of the Certificate of Formation or these Bylaws, the Church shall not carry on any other activities not permitted to be carried on by (i) a corporation exempt from Federal Income Tax under Section 501(c)(3) of the Internal Revenue Code of 1986, as amended, or corresponding provisions of any subsequent federal tax laws, or (ii) a corporation, contributions to which are deductible under Section 170(c)(2) of the Internal Revenue Code of 1986, as amended, or corresponding provisions of any subsequent federal tax laws.

In the event the Church is in any one year a “private foundation” as defined by Section 509(a) of the Internal Revenue Code of 1986, as amended, or corresponding provisions of any subsequent federal tax laws, it shall be required to distribute its income for such taxable year at such time and in such manner as not to subject the foundation to taxation under Section 4942 of the Internal Revenue Code of 1986, as amended, or corresponding provisions of any subsequent federal tax laws; and further shall be prohibited from: (a) any act of “self-dealing” as defined in Section 4941(d) of the Internal Revenue Code of 1986, as amended, or corresponding provisions of any subsequent federal tax laws; (b) retaining any “excess business holdings” as defined by Section 4943(c) of the Internal Revenue Code of 1986, as amended, or corresponding provisions of any subsequent federal tax laws; (c) making any investments in such manner as to subject the foundation to taxation under Section 4944 of the Internal Revenue Code of 1986, as amended, or corresponding provisions of any subsequent federal tax laws; or (d) making taxable expenditures as defined in Section 4945(d) of the Internal Revenue Code of 1986, as amended, or corresponding provisions of any subsequent federal tax laws.

The Church shall not accept any gift or grant if the gift or grant contains major conditions which would restrict or violate any of the Church’s religious, charitable, or educational purposes or if the gift or grant would require serving a private as opposed to a public interest.

ARTICLE VII. Affiliations

7.1 Affiliations

The Church is autonomous and maintains the right to govern its own affairs, independent of denominational control. Recognizing, however, the benefits of cooperation with other churches in the fulfillment of its purposes, the Church may voluntarily affiliate with other churches and conventions by a passing vote of the Elders (as defined in [11.1.8](#)).

ARTICLE VIII. Meetings

8.1 Public Worship

Meetings for public worship shall be held at times and places selected under the direction of the Elders and Pastors.

8.2 Church Business Meetings

The Elders shall have the authority to call business meetings or other special meetings as needed.

8.3 Recording of Meeting Minutes

A Partner shall be designated annually by the Elders to serve as a volunteer for the purpose of recording the minutes of each of the business meetings during the calendar year. He/she will be appointed by the Elders near the end of the calendar year for the upcoming year and announced to the Partners in advance of the first meeting of the year. These minutes will be stored as a part of the church records.

ARTICLE IX. Articles of Faith

9.1 Statement of Biblical Authority

At the center of Christian faith and practice stands the belief that God has spoken to the world in the person and work of Jesus Christ, which is accurately and authoritatively revealed in the Christian Bible (“the Bible,” “Scripture,” or “the Scriptures”). We believe the Bible is the inspired, inerrant, and sufficient Word of God and is thus the ultimate authority for life, faith, and morals. Though the various theological statements of the Church reflect succinct summaries of biblical boundaries, it is the Bible itself to which the Church is in ultimate submission.

Church Partners (as defined in [Article X](#)) have the opportunity and responsibility to engage Elders (as defined in [Article 11.1](#)), Pastors (as defined in [Article 11.2](#)), Deacons (as defined in [Article 11.3](#)), Directors (as defined in [Article 11.4](#)) and Staff (as defined in [Article 11.5](#)) on areas of theological disagreement. However, Partnership carries with it the implicit understanding that the Elders shall function as the interpretive authority on biblical meaning and application for the purpose of doctrine, practice, policy, and discipline.

9.2 Statement of Basic Belief

The following Statement of Basic Belief represents the core orthodox beliefs of One Hope Church from a biblical and historical perspective. While Partners are not required to fully understand or articulate all aspects of the Statement of Basic Belief, the explicit rejection of any part of it disqualifies one from partnership in One Hope Church. Revisions to the Statement of Basic Belief in order to more clearly align to Scripture shall be at the sole discretion of the Elders, with the understanding that such changes will be communicated to the Partners of the Church.

We believe:

- The Scriptures are true, authoritative and sufficient (Psalm 19:7-11; 2 Timothy 3:16; 2 Peter 1:20-21).
- There is only one God (Deuteronomy 6:4; Isaiah 46:9-10; John 17:3, 1 Corinthians 8:4-6; 1 Timothy 2:5).
- The Father is God. The Son is God. The Holy Spirit is God. The Father is neither the Son nor the Holy Spirit. The Son is neither the Father nor the Holy Spirit. The Holy Spirit is neither the Father nor the Son (Genesis 1:26; Psalm 45:6-7; Psalm 110:1; Matthew 3: 13-17; Matthew 28: 17-20; 1 Corinthians 12:4-6).
- Every person in all humanity (Christ excluded), by birth and action a sinner (Genesis 6:5; Psalm 51:5; Jeremiah 17:9; Romans 3:23; 5:8, 12-21, 7:18; Ephesians 2:1-3).
- The deserved penalty for sin is death, both physical and spiritual (Genesis 2:15-17; Genesis 3:19, Romans 5:12; 6:23, James 1:14-15).
- Jesus Christ is the eternal Son of God, was born of a virgin and is both fully God and fully human (Matthew 1:20; Luke 2:52; John 1:1-4, 14; Colossians 1:15-20; Hebrews 1:1-3).
- Jesus Christ died as the substitute to pay the penalty for sin (John 1:29; 10:1-18, Romans 5:8, 1 Corinthians 15:1-4; 2 Corinthians 5:21; Galatians 1:4; 1 Peter 3:18).
- Jesus Christ physically rose from the dead (Matthew 28:1-20; Mark 16:1-8; Luke 24:1-53; John 1:20-21:25; 1 Corinthians 15:12-34).

- Jesus Christ physically ascended into heaven and will one day physically return (John 14:3; Acts 1:11; 1 Thessalonians 4:16; Hebrews 9:28; 1 John 3:2; Revelation 1:7).
- There will be a future physical resurrection of the dead. Those who trust in Jesus Christ alone will be raised to eternal reward. Those who have not trusted in Jesus Christ will be raised to eternal punishment (Matthew 25:31-46; John 5:28-29; Acts 24-15).
- Only by trusting in the person and work of Jesus Christ alone can anyone be reconciled to God and experience true life and joy (John 3:18, 14:6; Acts 4:12; Romans 3:21-26; 1 Timothy 2: 5-6).

9.3 Additional Definition of Beliefs

In addition to the Statement of Basic Beliefs, in an effort to be explicit and clear in regards to our doctrine and understanding of Scriptures, One Hope Church adheres and acknowledges the following statements, creeds, and covenants.

9.3.1 Confessional Statement

The core orthodox beliefs of One Hope Church from a biblical and historical perspective are outlined and defined further in the [One Hope Church Confessional Statement](#). While Partners are not required to fully understand or articulate all aspects of the Confessional Statement, the explicit rejection of any part of it disqualifies one from Partnership (as defined in [Article X](#)) in One Hope Church. Revisions to the Confessional Statement in order to more clearly align to Scripture shall be at the sole discretion of the Elders, with the understanding that such changes will be communicated to the Partners of the Church.

9.3.2 The Apostles Creed

This creed is called the Apostles' Creed not because it was produced by the apostles themselves but because it contains a brief summary of their teachings. It sets forth their doctrine "in sublime simplicity, in unsurpassable brevity, in beautiful order, and with liturgical solemnity." In its present form it is dated no later than the fourth century. More than any other Christian creed, it may justly be called an ecumenical symbol of faith.

We fully endorse and agree with this creed which can be read [here](#).

9.3.3 The Nicene Creed

The Nicene Creed is a statement of the orthodox faith of the early Christian church in opposition to certain heresies, especially Arianism. These heresies, which disturbed the church during the fourth century, concerned the doctrine of the trinity and of the person of Christ. In its present form this creed goes back partially to the Council of Nicea (A.D. 325) with additions by the Council of Constantinople (A.D. 381). It was accepted in its present form at the Council of Chalcedon in 451.

We fully endorse and agree with this creed which can be read [here](#).

9.3.4 The Lausanne Covenant

The Lausanne Covenant is a 1974 Christian religious manifesto promoting active worldwide Christian evangelism. It was written and adopted by 2,300 evangelicals at the International Congress on World Evangelization in Lausanne, Switzerland from which it takes its name.

We fully endorse and agree with the covenant which can be read [here](#).

9.4 Baptism

We believe that baptism is a symbolic act representing a person's union with Christ in his death and resurrection (Romans 6:1-7). We believe a person should be baptized after they have made a public profession of faith in Jesus' atoning death on the cross for their sins and their own spiritual rebirth through Jesus' resurrection. Baptism is a declaration that a person has trusted in and now follows Jesus as their Lord and Savior. This is commonly referred to as "Believer's Baptism."

Furthermore, we believe that the proper mode of baptism is by immersion in water.

9.5 Communion / The Lord's Supper

We believe that communion, also known as "the Lord's Supper," is a symbolic act of obedience by which the church remembers and celebrates the life, death, and resurrection of Jesus Christ (1 Corinthians 11:10-34). Furthermore, it is a call to unity as we all partake in one body broken for all (1 Corinthians 10:7). It involves consuming bread, representing the body of Jesus being broken for sin, and juice or wine, representing the new covenant in Jesus' blood, for the sake of commemorating the sacrifice of Jesus Christ for all who would believe.

ARTICLE X. Partnership

10.1 Definition

Partnership is the term we use for church membership to distinguish the relational commitment Partners have with the church.

A Partner is wholeheartedly committed to the Church mission and shares the vision to see the city, nations, and generations find hope in Jesus.

10.2 Requirements

Partners of One Hope Church must be genuine followers of Jesus, having responded by faith by the drawing of the Holy Spirit to the message of the gospel. In addition, Partners must be baptized ([Article 9.3](#)) or be willing to be baptized as a public declaration of faith and agree with all sections of the Articles of Faith ([Article IX](#)).

Finally, Partners must sign and agree with the [Partnership Covenant](#), as it is revised, amended, or restated from time to time, and commit themselves to the responsibilities therein assigned.

10.3 Voting

Partners shall vote on matters of (a) the annual operating budget, (b) any loan that results in cumulative indebtedness exceeding twenty percent (20%) of the current, annual operating budget, (c) acquiring assets of greater than twenty percent (20%) of the annual church budget, (d) potential mergers, (e) potential dissolution of the Church, including disposition of substantially all of the Church's assets, (f) any proposed change to the Bylaws that would reduce, revoke, or otherwise diminish a right granted to the Partners, (g) hiring of a Lead/Teaching/Senior Pastor, (h) appointment of new Elders, and (g) other actions deemed to be appropriate by the Elders.

Voting shall take place during a special business meeting as determined in the sole discretion of the Elders. The time, place, and nature of upcoming votes will be communicated to the Church at least fourteen (14) days in advance and Partners shall have an opportunity to share questions, comments, and concerns, which will be considered by the Elders on a case-by-case basis. All votes share require a quorum, defined as thirty three percent (33%) of the total Partners. Only Partners' votes will be counted on the matters listed above. A passing vote shall be constituted as a supermajority, defined as a result greater than sixty six percent (66%) when the number of affirmative votes are divided by the number of total votes cast. Voting results shall be communicated back to the Partners.

10.4 Removal

Partners can be removed by unanimous vote of the Elders for neglecting to fulfill the duties of a Partner or any other cause. A Partner who is not engaged for twelve months without explanation or personal contact with the church will be considered to have ceased his/her Partnership.

ARTICLE XI. Elders, Pastors, Deacons, Directors, and Staff

11.1 Elders

11.1.1 Definition and Powers

Elders are entrusted with the governance of the Church. The Elder's oversight includes, but is not limited to, teaching, protecting, leading, disciplining, equipping, and caring for the corporate Church body and its individual Partners as well as the oversight of all ministry, operations, and finances of the Church. The Elders, with the Pastors are also responsible for establishing the overall direction of the Church.

The Elders are designated as the "Directors" of this corporation as the term is defined and used in the Florida Not for Profit Corporation Act. The overall policy, control, direction, and management of the ministry, operations, and finances of the Church shall be vested in the Elder body. Subject to the provisions and limitations of the Florida Not for Profit Corporation Act, any limitations in the Articles of Incorporation and these Bylaws, all corporate powers shall be exercised by or under the direction of the Elders. As used in this [§11.1](#) and throughout these Bylaws, the terms "Elders," "Elder body," and "Elder board," are used interchangeably to mean a quorum of Elders acting in accordance with [§11.1.8](#) herein.

The Elders, until changed, by amendment of the Articles of Incorporation or these Bylaws, shall be nominated, and elected by the Elders, in accordance with these Bylaws, provided that the total number of Elders will not be less than three (3). The Elder board shall include at least one Vocational Elder, as such position is defined in [§11.1.2](#) below. If for any reason the Elders do not include at least one Vocational Elder, then the Elders shall begin the process outlined in [§11.1.5](#) below to restore the required composition.

11.1.2 Lay Elders and Vocational Elders

Lay Elders are defined as those Elders who are not employed by the Church. Lay Elders shall not receive compensation or salaries for their service.

Vocational Elders may receive reasonable compensation for fulfilling their vocational responsibilities as employees of the Church. A Vocational Elder shall neither vote on nor approve his personal salary, benefits or housing allowance.

The Elder body will maintain a simple majority of Lay Elders. If for any reason the composition of the Elders does not consist of a simple majority of Lay Elders, then the Elders will begin the process outlined in [§11.1.5](#) below to restore the required composition.

11.1.3 Qualifications

The minimum qualifications for Elders shall not be less than those listed in 1 Timothy 3:1-7 and Titus 1:6-9, including, without limitation, the requirement that Elders be men. In addition to these scriptural qualifications, an Elder must be a Partner who fully subscribes to the Church's Articles of Faith ([Article IX](#)) and is actively involved in the ministry of the Church.

For a person to be considered as an Elder candidate, he must be a Partner for a minimum of twelve (12) months and serve in candidacy status for a minimum of twelve (12) months before officially being appointed as an Elder.

11.1.4 Duties

The duties of the Elders shall include, but not be limited to, leading the Church to fulfill the purposes of the Church as outlined below:

- The Elders shall make the final determination in regards to any ecclesiastical questions. The Elders shall be the express and final arbiter of ecclesiastical polity, religious doctrine, and questions of Church property, and shall make the final decision with respect to any other matter that shall arise concerning the Church, its internal workings, and its governance in every respect, consistent with these Bylaws. In deciding such matters, the Elders shall use the standards of: (a) the best spiritual, financial, and operating interests of the Church in light of the Bible and the tenets of faith of the Church; and (b) the furtherance of the religious purposes of the Church as discerned by the Elders according to the teachings of the Bible.
- The Elders shall shepherd and lead the Partners, oversee the Partnership process, oversee the Deacons, oversee the discipleship process, execute discipline as defined in [Article 13.1](#) when necessary and oversee financial stewardship.
- The Elders, as a group, shall oversee all employees of the Church; the Pastors, as individuals, shall supervise those employees reporting to them within the Church.
- The Elders of the Church shall vote on the matters of (a) appointment of any Elder, (b) doctrinal issues, (c) removal of any Elder, and (d) other actions deemed worthy by the Elders. Elder votes on any matter

other than a vote on the appointment of any Elder may be communicated to the Church at the discretion of the Elders.

11.1.5 Selection

The body of Elders will determine and announce when new Elders will be selected and appointed based on the current needs of the church and requirements outlined in [11.1.9](#). The body of Elders may choose to receive recommendations for Elder Candidates (as defined in [11.1.6](#)) from Church Partners.

Selection of any new Elder Candidate will be communicated to the Church at least thirty (30) days in advance so Partners shall have an opportunity to submit questions, comments, and concerns, which will be considered by the Elders on a case-by-case basis.

At the end of this 30 day period, the Church Partners will vote to allow the potential Elder to begin the mandatory candidacy period.

11.1.6 Candidacy and Appointment

All potential Elders must serve for one year as Elder Candidates. During this one year period of evaluation and training, the Candidate shall have the all expectations and privileges of an Elder outside of voting matters.

After the one-year candidacy period, a man shall be appointed as an Elder by a passing vote of the Elder body (as defined in [11.1.9](#)) after he has been tested and proven to meet the qualifications stated in [§11.1.3](#).

Appointment of any new Elder will be communicated to the Church.

11.1.7 Term of Office

Lay Elders are expected to serve for a term of five (5) years with the possibility of an optional one-year extension at the discretion of the Elder body. This term includes the mandatory one-year candidacy period. Elders may be reappointed for another term at the discretion of the Elder body after a one-year absence.

If the Elders determine that an Elder needs an extended sabbatical because of a legitimate need (e.g., illness or tragedy), then such Elder may transition to being an active but non-voting Elder for a set period of time determined by the Elder body.

To resign from the body of Elders, an Elder shall notify, in writing, the entire Elder body. The Elders shall determine the most healthy and edifying way to notify the Church Partners. A vacancy in the Elder body because of death, resignation, removal, or any other cause shall be filled only in the manners prescribed in these Bylaws. Such vacancies may be filled as they occur.

11.1.8 Removal

Any Elder may be removed from the office of Elder for: (a) moral failure, (b) improper handling of church funds, (c) lying, deceiving, or misleading the Church, (d) preaching false doctrine, (e) neglecting to fulfill the duties of an Elder or (f) any other cause. Discipline of Elders must be consistent with the standards set forth in [Article XIII](#) of these Bylaws. The Elders will determine the specific procedure for removal of an Elder should that be

necessary. This procedure may be altered, amended, repealed, or restated by a resolution of the Elders. The Elders shall have the sole authority to remove an Elder.

A written notice of the proposed removal of any Elder shall be given to such Elder at least ten (10) days prior to the meeting at which an action to effectuate such removal is to be taken to ensure that the Elder is given a reasonable opportunity to defend himself. The Elder shall have the opportunity to answer the charges in the presence of his accusers, but shall not be present during the discussion and vote on his removal. The Elder under consideration for removal shall not have voting rights in regards to his removal. Such removal shall take place upon a passing vote of the other Elders.

11.1.9 Meetings

The Elders shall meet with regularity (at least once per month). In addition, the Elders will meet at least once per month with the Pastors in a joint meeting.

Any meeting may be held by conference telephone, video, or similar communication equipment, as long as all of participants can hear one another. All Elders participating remotely via telephone or computer shall be deemed “present” at these meetings.

11.1.10 Definition of Quorum and Passing Vote

A proper quorum for Elder meetings is defined as seventy-five percent (75%) of the Elders and is required for all voting matters. A passing vote must be equal to or greater than seventy-five percent (75%) of the Elders present. Voting by proxy is prohibited.

11.2 Pastors

11.2.1 Definition

Pastors are the vocational spiritual shepherds of the Church.

11.2.2 Qualifications

The minimum qualifications for Pastors shall not be less than those listed in 1 Timothy 3:1-7 and Titus 1:6-9, including, without limitation, the requirement that Pastors be men. In addition to the minimum qualifications given in Scripture, Pastors must be Partners who fully subscribe to the Church’s Articles of Faith ([Article IX](#)) and are actively involved in the ministry of the Church.

11.2.3 Duties

Pastors provide day-to-day care and leadership for the Church.

Pastors are focused on the spiritual health of the Church. They coach, encourage, and counsel the people in their ministerial area of responsibility as well as One Hope partners as a whole. Functionally, this means that they spend time with people, in order to learn with, grow alongside, teach, mentor, disciple and walk through daily life with them.

The primary leadership and operational responsibilities of a Pastor include, but are not limited to preaching, teaching, and leading various elements of the weekly church services. As part of these responsibilities, they spend time preparing through prayer, study, and practice. They are responsible to contextualize the presentation of the gospel while assuring steadily to the soundness of its message and guarding against all false doctrines not in accordance with One Hope Church's theological beliefs.

Alongside the Elders, Pastors have responsibility of identifying and raising up church leaders and helping God's people fulfill their calling as the church. They remind the church of its mission and personally model it in word and action.

Pastors are servants of the Church willing to humbly serve so that more people will place their hope in Jesus.

11.2.4 Appointment

Pastors are a vocational position and they will be hired by the Elders after a proper interview and vetting process. Additionally the Lead / Teaching / Senior Pastor will require a passing vote by the Partners of One Hope Church.

11.2.5 Removal

A Pastor can be removed by the Elders for: (a) moral failure, (b) improper handling of church funds, (c) lying, deceiving, or misleading the Church, (d) preaching false doctrine, (e) neglecting to fulfill the duties of a Pastor or (f) any other cause.

11.2.6 Organizational Reporting

Pastors will report directly to the Elders. The assessment of their ministry performance will be the responsibility of the body of Elders.

11.3 Deacons

11.3.1 Definition

Deacons come alongside the Pastors and Elders to aide in the ministering, care, and shepherding of the Church.

11.3.2 Qualifications

Deacon candidates need to have been a Partner for at least 1 year and meet the qualifications specified in the Deacon Guidelines.

11.3.3 Duties

The Elders will define the responsibilities of the Deacons based on the needs of the Church.

11.3.4 Appointment

The Elders will evaluate and screen candidates for Deacons, including presenting Deacon candidates to the Partners based on the qualifications listed above. Once screened, new Deacons will be appointed by the Elders to serve a term of 2 years. Deacons may be re-appointed after a one-year absence. The number of Deacons serving

at any one time will be determined by the Elders. New Deacon candidates will go through a Deacon training process before serving.

11.3.5 Removal

A Deacon can be removed by the Elders for: (a) moral failure, (b) improper handling of church funds, (c) lying, deceiving, or misleading the Church, (d) preaching false doctrine, (e) neglecting to fulfill their assigned duties or (f) any other cause.

11.3.6 Organizational Reporting

A Deacon will be under the care and oversight of the Pastors and Elders. Their direction, authority, and operational activities will come from the Pastors and Elders. This reporting can be assigned and / or changed as the needs of the church dictate.

11.4 Directors

Under the direction and care of the Pastors and Elders, Directors oversee both spiritual and practical elements of the local church body.

11.4.2 Qualifications

Directors must be Partners who fully subscribe to the Church's Articles of Faith ([Article IX](#)) and are actively engaged in the ministry of the Church.

11.4.3 Duties

Directors provide focused, specialized leadership and oversight for a specific area of the church.

Specific job duties may vary, but may include and are not limited to: age group oversight, coaching and training of future leaders, team scheduling, budgeting and purchasing, event planning, and equipment / facilities management.

Directors shall adhere to, and act in accordance with the Elder-approved Employee Handbook, as it may be revised, amended or restated from time to time.

11.4.4 Appointment

Directors can be volunteers, part-time, or full-time employees and are appointed / hired by the Pastors and Elders after a proper interview and vetting process.

11.4.5 Removal

Directors can be removed by the Pastors and/or Elders for: (a) moral failure, (b) improper handling of church funds, (c) lying, deceiving, or misleading the Church, (d) preaching false doctrine, (e) neglecting to fulfill their assigned duties or (f) any other cause.

11.4.6 Organizational Reporting

A Director will be under the care and oversight of the Pastors and Elders. Their direction, authority, and daily operational activities will come from the Pastors and Elders. This reporting can be assigned and / or changed as the needs of the church dictate.

11.5 Support Staff

11.5.1 Definition

Support Staff include anyone hired by the church for full-time or part-time employment in a support role.

11.5.2 Qualifications

Employment will be reserved for those who are qualified by experience or education for the requirements of each position as deemed appropriate.

11.5.3 Duties

Specific job duties may vary, but may include and are not limited to: clerical, administrative assistants, facility maintenance, etc. All personnel employed by the Church shall act in accordance with the Elder-approved Employee Handbook.

11.5.4 Appointment

Support Staff will be hired by the Pastors and/or Elders with the approval of the Elder body.

11.5.5 Removal

The Pastors and/or Elders reserve the right to end the employment of any employee for any cause.

11.6 Employment

11.6.1 Expectations

All employees of the Church shall act in accordance with the Employee Handbook. This document shall be edited, maintained, and changed under the authority of the Elders.

ARTICLE XII. Ordination, Licensing, and Commissioning

12.1 Ordination

Ordination is the authoritative admission of one called to ministry within the Church.

The Church will consider ordaining males who meet the qualifications of Elder and/or Pastor in recognition of a call to ministry within the Church. Upon ordination, they will serve in the role of Elder and/or Pastor. This will be

determined by the current Elder board in accordance with the guidelines of Scripture and on a case-by-case basis. All ordained Elders and Pastors are expected to assist in baptism, communion, prayer, weddings, funerals and other ministerial duties. The Elders reserve the right to revoke ordination in cases such as moral failure or termination of employment.

12.2 Licensing

Licensing is the legal affirmation and appointment of an individual allowing them to officiate weddings and funerals.

The Church will consider licensing select individuals in the State of Florida on a case-by-case basis. The licensed individual will be expected to fulfill ministerial duties as assigned by the Elders. Furthermore, licensed males will be permitted to officiate weddings and funerals. The Elders reserve the right to revoke licensing in cases such as moral failure.

12.3 Commissioning

Ordination is the authoritative recognition of one called to ministry outside of the Church.

The Elders will consider commissioning individuals on a case-by-case basis as a recognition of a call to ministry outside of the Church. The commissioned individual will not be commissioned to fulfill ministerial duties within the Church. The Church does not reserve the right to revoke commissioning as the commissioning will be for ministry outside the church. If the commissioned person remains a Partner, he/she remains under the care and disciplinary authority of the Elders in that capacity.

ARTICLE XIII. Church Discipline

13.1 Church Discipline

Church discipline is a necessary mark of a healthy church and shall be applied in cases of sexual misconduct, gossip, divisiveness, dishonesty, and various other expressions of sin. In accordance with the biblical pattern generally outlined in Matthew 18:15-17, a person who evidences such sin will be confronted in an initial one-on-one meeting, followed by escalating engagement by ministerial and pastoral staff and Elders.

Where the steps of discipline are exhausted in cases of unrepentant and/or habitual sin, the Elders will consider removing a person from partnership with the hope of eventual reconciliation and restoration. This removal may or may not include a prohibition to attend Church services and events, depending on the circumstances. In addition, it might include public disclosure of removal from partnership and the circumstances leading to this decision to the corporate Partnership of the Church. Those so disciplined will, in turn, be restored to fellowship where the Elders have determined that appropriate repentance has occurred.

The process of discipline within the church is explained more fully in the [One Hope Church Discipline Guidelines](#). Such resource provides additional explanation but shall not be incorporated into these Bylaws by reference, nor shall it replace the text of Article XIII. In the event of any disagreement of the linked document with these Bylaws, the Bylaws shall prevail.

ARTICLE XIV. Church Disruptions

14.1 Church Disruptions

Any person deemed by a member of the Elders or Pastors to pose a physical or psychological threat to any person or to the Church, or to be causing, about to cause, or capable of causing disruption to the religious services and activities of the Church, shall be considered dangerous and may be removed from the location of the church body summarily. No Church employee or Elder shall incur any liability for acting in good faith in the interests of the Church pursuant to this section.