



BYLAWS OF
INTERNATIONAL ANGLICAN CHURCH
A COLORADO RELIGIOUS NONPROFIT CORPORATION

SECTION 1 – AUTHORITY AND FAITH

International Anglican Church, also referred to as the Church, is incorporated under the Colorado Nonprofit Corporation Act as a church affiliated with the Anglican Church of North America (hereafter ACNA) and the diocese of the Rocky Mountains (hereafter DRM). The Church agrees to abide by all ACNA guidelines and canons, in accordance with ACNA's Constitution, as well as the Constitution and Canons of the DRM. The Church shall be committed to the historic orthodoxy of the Christian faith. This faith includes the full and final authority of the Bible, the doctrine of the Trinity, the deity of Jesus Christ, and the gospel of salvation by grace through faith in Christ alone.

SECTION 2 – MISSION OF THE CHURCH

International Anglican Church exists to receive and release the gospel that heals – together. We do this by befriending the stranger, calling to faith in the power of the Spirit, forming into the likeness of Christ, and sending in the love of the Father.

SECTION 3 – ORGANIZATIONAL STRUCTURE

It is the purpose of these Bylaws to provide a stable and effective organizational structure to aid this Church in accomplishing its mission. The sections that follow specify a model that helps define the roles of the Rector, the Church Council, Executive Team, Staff, and Congregation while honoring the core principle that the Church is to be organic and fluid to respond to the Lord's leading. These Bylaws shall be reviewed annually for any changes to the structure that may increase the effectiveness of the ministry of the Church.

1. The Congregation or Laity are the primary ministers of the Church; the other roles primarily equip and support the work of the Laity.
2. The role of the Church Council is to guide and protect the Church (see section 7).
3. The role of the Rector is to lead the Church to accomplish its mission (see section 10).
4. The role of the Staff is to develop and grow the leaders and ministries of the Church, directed by the Rector.
5. The Church, encompassing all of the above (1-4), submits to the spiritual authority of the Bishop.

SECTION 4 – CONGREGATIONAL MEMBERSHIP

The Members of International Anglican Church for purposes of these Bylaws shall consist of persons who:

1. Have been baptized in the name of the Father, Son, and Holy Spirit, and

2. Have participated in IAC's Belonging Process, which includes commitments including (but not limited to):
 - a. Receive the gospel of what God has done in Christ
 - b. Gather regularly in worship
 - c. Confess and repent when in the wrong, forgive others, and seek reconciliation
 - d. Generously share resources with the Church

The primary role of the Members shall be to serve as the ministers of the Church: reaching out to unchurched people and also caring for the needs of one another within the Church.

Members who fall into notorious sin or egregious false teaching (as framed by IAC's [Belief & Virtue Commitments](#)) and refuse to repent shall be subject to discipline by the Rector, or someone appointed by the same. The goal of this discipline is to restore the member to faithful participation in the church. Discipline may include, but is not limited to, refusal of communion and dismissal from the Church.

SECTION 5 – MEETINGS

There shall be an annual meeting of the congregation to:

1. Review the previous year
2. Present the budget for the next year, in broad categories
3. Cast vision for the coming year

The Rector or the Church Council may also bring to the Congregation questions for survey or informal feedback, as they deem appropriate.

Special Church Meetings may be held at such times as determined by the Bishop, Rector, or the Church Council. Notice of Special Church Meetings must be publicized no less than two weeks (2) prior to the meeting.

The Bishop, or the Rector on his behalf, shall preside at all Church meetings, except that if they are absent or unable to preside, the Warden shall preside. If the Warden is unable to preside, a member chosen from the Church Council by the Church Council shall preside.

SECTION 6 – CHURCH COUNCIL SELECTION

The Church Council shall consist of the Rector and between five and nine elected members (equivalent to Directors in State law). Staff and other clergy are not eligible to be on the Church Council. Each member of Church Council (including the Rector) shall have one vote.

Qualifications of Church Council Members:

1. Fulfill all qualifications of Congregational Membership, as stated in Section 4 (above).
2. Have been meaningfully engaged at International Anglican Church for at least one year.
3. Tithe (give at least 10% of their earnings) to kingdom work, including a significant percentage to International Anglican Church.

4. Are living lives consistent with the moral qualifications of an Elder as set out in 1 Timothy 3:1-13 and will uphold the highest standards of participation, service, supportiveness, and giving with regard to the Church.

Choosing Church Council Members:

Church Council Members shall be prayerfully elected by unanimous vote of the Church Council on the basis of their gifts of spiritual leadership, wisdom, discernment, and maturity. Church Council members may abstain from voting in these elections.

Length of Terms:

1. Church Council members shall be elected for a three-year term.
2. A Church Council member cannot serve consecutive terms – there is a one year period before being eligible to be on Church Council again.
3. At least one new member of the Church Council shall be elected each year.
4. Terms will rotate annually.
5. Church council members may be removed according to the “Removal from Church Council” section below
6. Elected Church Council member vacancies may be filled (without waiting till the next year) by a unanimous vote of the Church Council. A new member filling a vacated role will complete the duration of the term of the member which vacated. The new member may serve a subsequent full term without a year gap.
7. If someone on the Church Council moves to a staff or clergy position, he/she may not fulfill his/her term.
8. The Rector may invite a Church Council member to extend their term by a 4th or 5th year with the unanimous approval of the Church Council.

Church Council Subscription:

Every person elected a Council member shall attest the following declaration, per DRM requirements, in a permanent document kept for this purpose:

“I do believe the Holy Scriptures of the Old and New Testament to be the Word of God and to contain all things necessary for salvation through Our Lord Jesus Christ, and I do yield my hearty consent to the fundamental declarations set forth in Article I of the [Constitution of the Diocese](#), and to the discipline and forms of worship of the Anglican Church in North America.”

Removal from Church Council:

Membership in the Church Council may be vacated by resignation, by removal as a Church Member, or by action of the Church Council (in which the person in question cannot vote). A Member of the Church Council may be deemed to have resigned for failure to attend three consecutive meetings of the Church Council.

SECTION 7 – CHURCH COUNCIL ROLE

The primary role of the Church Council shall be to help guide and protect the Church, specifically in the following areas:

1. Basic Responsibilities:
 - a. to provide support and accountability to the Rector.
 - b. to prayerfully listen to God for His desires for the Church.

- c. to help monitor the health of the Church.
- d. to help identify the actions and programs needed to promote the health of the Church and reach those outside the Church.
- e. to steward the physical resources needed to accomplish the actions identified above.
- f. to steward the personnel resources on Staff.
- g. to assist the Rector as he determines, in whatever ways appropriate to laity, for the welfare of the Church.
- h. to ensure that the Church appropriately participates in the shared mission of the DRM through financial contributions and supporting delegates to the Synod or Provincial Assemblies.

2. Operating and Financial Responsibilities:

- a. to make sure that the physical property of the Church is adequate to the work of the Church and that the property is adequately insured, maintained, and inventoried.
- b. to have general oversight of all operating and financial decisions, including preparing an annual budget, determining the compensation of all employees, approving any large expenditures not in the budget, educating the congregation in stewardship philosophy and commitments, and assuring that the Church is in compliance with the Financial Manual of the Diocese.
- c. to annually, or as required, review these Bylaws to consider any changes that may increase the effectiveness of the Church and to consent to and adopt and amend Bylaws.
- d. The Church Council may accept on behalf of the Church any contribution, gift, bequest or devise for the general purposes or for any special purpose of the Church. The Church Council shall have the authority to designate any bank, trust company, brokerage firm, or investment advisor to manage the assets and investments of the Corporation.
- e. On or before the first day of March, the Rector and Church Council shall submit to the Secretary of the Diocese an Annual Report on a form to be prescribed by the Council. The data thus reported shall be drawn from Registers of the Congregation. Required information shall include annual budget, marriages, baptisms, funerals, confirmations and transfers, new ministry initiatives, staff hires, and other information requested by the Council.

3. Church Council Organization

- a. The Rector leads the Church Council.
- b. An elected Church Council Member selected by the Rector and approved by the Church Council shall be designated as the Warden (see section 8).
- c. The Church Council may appoint a Secretary, who may or may not be a Church Council Member. The Secretary will keep the minutes of Church Council meetings, but will be non-voting if not a member.

4. Procedures

- a. The Church Council is to meet monthly as well as attend other meetings that are called for special purposes.
- b. Action of the Church Council shall pass by a super-majority vote of 75% of present members, except as otherwise noted in these bylaws. The goal of deliberation, however, is striving for consensus, a shared group understanding and ownership of decisions.
- c. Voting shall be taken either in a meeting or else by written or electronic means. If taken in a meeting, votes may be cast by verbal, visual, or written sign.
- d. A majority of the Church Council present, which includes participation by electronic or written means, shall constitute a quorum for action by the Church Council.

- e. All Members of the Church Council shall be sent at least 24 hour notice of every meeting by electronic, verbal, or written means. However, such notice may be waived by unanimous consent.

SECTION 8 – OFFICERS OF THE CORPORATION

1. President. To fulfill state law, the Rector shall routinely be designated as President and Chairman of the Church Council of the corporation; these designations shall in no way alter the functioning of the Church Council as defined in these Bylaws.
2. Warden. The Warden shall lead the Church Council when discussing the Rector’s performance and compensation; the Rector shall lead the Church Council in all other discussions. In the absence of the Rector or in the event of his inability or refusal to act, the Warden shall perform the temporal duties of the Rector, in consultation with the Bishop. Assistant Clergy shall function under the direction of the Bishop and the Warden in the absence of the Rector. The Warden also serves as the point of contact with the Bishop regarding dismissal or calling of a Rector. The Warden is chosen by the Rector and approved by the Church Council.
3. Secretary. Each year the Church Council shall appoint the Secretary. The Secretary shall keep the minutes of all meetings of the Church Council. The Church Council Secretary may or may not be a member of the Church Council.
4. Treasurer. To fulfill state law, the Church Treasurer shall routinely be designated as the Treasurer of the Corporation. The Rector and the Treasurer shall not be the same person. The Treasurer shall be bonded by a reputable surety company at the expense of the Church. The Treasurer shall keep the books of accounts so as to provide the basis for satisfactory accounting of the operational budget, receive and file receipt for monies due and payable to the Church, and pay out monies owed. The Treasurer shall assist the Church Council in preparing the annual budget and provide reports and counsel as the Church Council decides. The Church Council may request an external audit at any time. The Treasurer may or may not be a member of the Church Council.

SECTION 9 – RECTOR CALL AND DISMISSAL

In the event of a vacancy in the position of Rector, the Warden shall invite the Bishop to guide the Church Council in the process of finding and calling a new Rector who has demonstrated the ability to lead this Church to the next level of effectiveness in the achievement of its mission. The Church Council may call an Interim Pastor, recommended by the Bishop, to fulfill the role of the Rector until a permanent Rector is in place. Calling a new Rector shall require a vote by the Church Council and a letter from the Bishop to recommend the candidate.

The Rector shall not be dismissed without the consent of the Bishop of the Diocese. In case of a controversy between a Rector and Church that cannot be settled by the parties themselves, the parties or either of them may appeal to the Bishop, whose duty it shall be to seek to bring the parties to an amicable conclusion. Dismissing a Rector shall require a vote by the Church Council to propose the action, and approval by the Bishop. When a Rector is dismissed or resigns, the Church Council shall provide a severance package in consultation with the Bishop based on the outgoing Rector’s past service, reason for leaving, and cooperative spirit. Severance shall not continue for more than nine months. No severance shall be provided for dismissal due to gross misconduct, which includes but is not limited to financial mismanagement and sexual abuse/misconduct. The congregation shall be kept informed of events involving this paragraph by the Church Council, but will not have a vote.

SECTION 10 – RECTOR’S ROLE

The Rector is the spiritual leader and authority within the Church, under the authority of the Lord Jesus Christ through the Bishop of the Diocese. The Rector represents the Bishop and the Diocese to the church and is accountable to the Bishop of the Diocese for his ministry. The role of the Rector is to lead the Church to accomplish its mission. The duties of the Rector include:

- (a) exercising pastoral ministry; upholding the Gospel; proclaiming the Faith delivered once for all to the apostles and prophets; and teaching, rebuking, and correcting;
- (b) presiding at all meetings of the Church Council, except on rare occasions when circumstances warrant that the Rector designate another member of the Church Council to preside;
- (c) final authority in the administration of all matters pertaining to the public worship, Christian Education, vision, mission, and ministry within the Church, subject to the godly counsel of their Bishop;
- (d) appoint, employ, terminate, and have authority over all ministers of the church and staff (lay or ordained) assigned to his office, by whatever name they may be designated, with the provision that no clergy may be called or dismissed without consulting the Bishop;
- (e) keep a register of all baptisms, confirmations, marriages, and burials solemnized by him or another minister in his Church and a list of the active members of the Church;
- (f) The Rector shall be accountable to the Church Council in all fiduciary matters;
- (g) The Rector may sign, along with the Treasurer, any deeds, mortgages, bonds, contracts or other instruments authorized to be executed by the Church Council.

The relationship between the Rector and the Congregation is one of mutual trust and dependence in carrying out the ministry of the Congregation. As the spiritual leader of the Congregation, the Rector requires the full cooperation and support of the Church Council. The Rector shall select all assistant or associate clergy who shall serve at the pleasure of the Rector, and the Church Council shall determine how such positions shall be funded. Whenever matters of disagreement develop, it is incumbent on all parties to approach one another with patience, to comprehend the views of all parties, and to offer Christian charity to avoid having the relationship imperiled or hindered.

SECTION 11 – CHURCH STAFF

A Staff person appointed by the Rector shall manage each area of Church operation, including property and finance. The term “Staff” shall apply to all ministry leaders appointed for this management purpose, whether they are unpaid, part-time, or full-time with regard to compensation. Staff positions shall be created, filled, vacated, or discontinued based on the Rector’s discretion. The Rector may designate someone to lead a “Ministry Team” for the Church to provide oversight, encouragement and practical help for the mission of the Church to grow.

SECTION 12 – LIMITATION OF LIABILITY

1. Members of the Church Council shall not be personally liable for the debts, liabilities, or other obligations of the Church.
2. To the extent that a person who is, or was, a member of the Church Council, officer, employee or other agent of this Church has been successful on the merits in defense of any civil, criminal, administrative or investigative proceeding brought to procure a judgment against such person by reason of the fact that he or she is, or was, an agent of the Church, or has been successful in

defense of any claim, issue or matter, therein, such person shall be indemnified against expenses actually and reasonably incurred by the person in connection with such proceeding.

3. If such person either settles any such claim or sustains a judgment against him or her, then indemnification against expenses, judgments, fines, settlements and other amounts reasonably incurred in connection with such proceedings shall be provided by this Church but only to the extent allowed by, and in accordance with state law.
4. The Church Council may adopt a policy authorizing the purchase and maintenance of insurance on behalf of any agent of the Church against any liability other than for violating provisions of law relating to self-dealing asserted against or incurred by the agent in such capacity or arising out of the agent's status as such, whether or not the Church would have the power to indemnify the agent against such liability under the provisions of state law.

SECTION 13 – AMENDMENTS TO THE BYLAWS OR ARTICLES OF INCORPORATION

The Bylaws or the Articles of Incorporation may be amended in whole or in part if the following requirements are met:

1. The amendment is proposed by the Rector or the Church Council
2. The Church Council votes to approve the changes in the bylaws (see section 6)