



BYLAWS OF ONE CHURCH
GAHANNA, OHIO

Adopted this 16th day of April, 2026

ARTICLE I. AFFILIATION

One Church is an Ohio self-governing, non-profit corporation. It shall exercise all the rights and privileges granted to it. One Church is affiliated and is a voluntary cooperative fellowship with the General Council of the Assemblies of God (NETWORK).

ARTICLE II: MEETINGS

1. Meetings for Worship - Meetings for public worship shall be held consistently under direction of the Lead Pastor or the Church Board (BOARD) if there is no lead pastor.
2. Annual Business Meeting - There shall be an annual business meeting of the assembly (church)voting members. Notice of date, time and place of each annual business meeting shall be communicated prior to the meeting schedule.
3. Special Business Meetings - Special business meetings of the assemblyvoting members may be called by the Lead Pastor or by a majority of the BOARD. No business other than that specified in the notice of meeting shall be transacted.
4. Parliamentary Order - All business meetings of the assembly shall honor parliamentary order and in keeping with the spirit of Christian love and fellowship.
5. Voting Constituency - The voting constituency at all business meetings of the assembly shall consist of all active voting members who are present.
6. Quorum - A quorum shall consist of 50% of the voting membership.
7. The Church Board (BOARD) - The BOARD shall meet as needed. A majority of the BOARD members shall constitute a quorum.

ARTICLE III. GOVERNMENT AND MINISTRY

1. In General - The government of this assembly shall be vested in the active voting membership; however, routine business of the assembly shall be the responsibility of the BOARD, in accordance with duties defined in these bylaws. The BOARD and their spouses shall not constitute a majority of the voting membership.

2. Officers - There shall be a president, secretary, and treasurer. The offices of secretary and treasurer may be held simultaneously by the same individual. There shall be a board, consisting of the Lead Pastor and at least three members. The Lead Pastor, by virtue of office, may serve as the president and chairman of the BOARD.

3. Qualifications of Officers

- Lead Pastor - The Lead Pastor must be a credentialed minister of the gospel, person of faith and calling, and exhibiting the qualities of Christ-honoring leadership as outlined in 1 Timothy 3 and according to the standards and qualifications set forth by the BOARD.
- Church Board (BOARD) - BOARD members shall be persons of mature Christian experience and knowledge. BOARD members shall be at least 21 years old, and may be a voting member. They shall currently support the assembly with their tithes and offerings, have a cooperative spirit, and regularly attend church services.
- Secretary - In addition to Article III.3.B, the secretary must display a track record of character and competence in the area of Administration and Record Keeping.
- Treasurer - In addition to Article III.3.B, the treasurer must display a track record of character and competence in the area of business and corporate finance.

4. Duties of Officers

- Lead Pastor
 - Spiritual overseer of the assembly and shall direct its activities.
 - Serve as a member of the BOARD.
 - Act as chairman of all the business meetings.
 - Vet and nominate BOARD members.
 - Ex officio member of all committees.
 - Sign legal documents on behalf of the church.
- Church Board (BOARD)
 - Exercise general charge and management of the affairs, funds, and property of the assembly.
 - Carry out the purposes of the assembly according to its charter and these bylaws.
 - Approve voting members
 - Elect a temporary chairman of the BOARD if necessary

- Secretary – to have oversight over the following:
 - Keep the minutes of the official meetings.
 - Keep a record of the active voting membership.
 - Maintain all legal documents.
 - File such annual corporation reports with the secretary of state as may be required by state law.
 - Sign legal documents as needed on behalf of the assembly.
- Treasurer – to have oversight over the following:
 - Lead the management of all the finances of the assembly.
 - Keep an itemized account of receipts and disbursements.
 - Present periodic financial reports to the BOARD for approval.
 - Acquire and maintain available tax exemptions under state and local law.
 - Provide a record of all identified giving to each donor at least annually.
 - Keep all the financial records of the assembly.
 - Sign legal documents as needed on behalf of the assembly.
- Trustees
 - Members of the BOARD shall serve as trustees of the assembly or appoint others, when such are required by law.
- Fiduciary Duties
 - The law imposes several fiduciary duties on officers and trustees, including the duties of due care and diligence, loyalty, avoidance of self-dealing, expending designated contributions for the purposes specified, and not commingling personal and corporate funds.

5. Lead Pastor's Compensation

- The Lead Pastor's compensation is determined in cooperation between the One Church board and the Lead Pastor's Compensation Committee.
 - The One Church Board appoints a Compensation Committee of a minimum 3 committee members including the One Church Treasurer.
 - The One Church Board will determine and communicate to the Compensation Committee what percentile the Lead Pastor will be compensated in relation to Lead Pastors of comparable churches.
 - The Compensation Committee will engage a qualified, independent auditor to research nationwide data in order to determine an appropriate compensation package for the Lead Pastor.
 - The qualified, independent auditor will make a salary recommendation to the Compensation Committee.
 - The Compensation Committee is then empowered to decrease the Lead Pastor's compensation from the auditor's recommendation, but they are NOT empowered to increase compensation above the auditor's recommendation.

- The Compensation Committee is empowered to decide the final compensation package and coordinate with the Lead Pastor on executing the allocation of his/her payroll and benefits appropriately.
- The Lead Pastor's compensation will be reviewed and potentially adjusted annually in coordination with the fiscal year budgeting cycle set by the Church Board.
- The Lead Pastor's compensation is the confidential property of the Lead Pastor's Compensation Committee

ARTICLE IV. ELECTIONS, APPOINTMENTS, VACANCIES, AND REMOVALS

1. Elections

- Lead Pastor
 - The Lead Pastor shall be nominated by the BOARD. Recommendations may be made to the BOARD by any voting member.
 - The Lead Pastor shall be elected to serve for an indefinite period of time.
 - In the event of an election, it shall be by secret ballot at the annual business meeting of the voting members or at a special business meeting called for that purpose. Only one candidate shall be considered at a time.
 - A two-thirds majority vote of all votes cast shall be required to constitute an election.
 - In the event either the pastor or any other voting member shall challenge the validity of an election, the validity of the election shall be arbitrated by the BOARD, or any three persons of its choice, and its decision shall be final.
- BOARD Members
 - BOARD members shall be nominated and vetted by the BOARD. Nominees shall be elected by the active voting members at the annual members meeting. BOARD members shall be elected for a 1-year term. BOARD members may not serve more than three consecutive 1-year terms. After serving three consecutive terms, then a BOARD member must not serve for at least one year before being eligible to be elected to the BOARD again. The terms of BOARD members shall be staggered appropriately. The BOARD shall consist of no fewer than 4 members including the Lead Pastor.
- Secretary
 - The term of office shall be one year. The Secretary can be a member of the BOARD. If the Secretary is not a member of the BOARD then they would attend BOARD meetings in the performance of their duties, but would not have voting privileges.
- Treasurer
 - The term of office shall be one year. The Treasurer may be a member of the BOARD. If the treasurer is not a member of the BOARD then they would attend BOARD meetings in the performance of their duties, but would not have voting privileges.

- Vacancies and Removals
 - Lead Pastor
 - The lead pastor may be removed by resignation, or a 2/3 majority vote of the BOARD and Voting members. When a vacancy in the office of the Lead Pastor occurs, a temporary replacement shall be arranged for by the BOARD. If the Lead Pastor's credentials are withdrawn by the NETWORK, the Lead Pastor's term of office shall be reviewed and decided upon by the BOARD. Severance pay shall be decided by the BOARD.
 - BOARD Members, Secretary, and Treasurer
 - A BOARD member may be removed by resignation, the Lead Pastor, a majority vote of the BOARD or when their term expires.

ARTICLE V. VOTING MEMBERSHIP

Voting Membership in this assembly shall be open to all those who possess the following qualifications. Active voting membership in this assembly shall be open to not fewer than 20 persons who possess the following qualifications:

- A testimony to an experience of the "new birth."
- Having been baptized in water by immersion.
- Evidence of a consistent Christian life.
- An indication of a willingness to contribute regularly to the financial support and service of the assembly.
- Acceptance of the Statement of Faith as included the Constitution.
- Having reached at least 18 years of age.
- Agreement to being governed by the constitution and bylaws.
- Having been nominated by the Lead Pastor or his/her representative and approved by the BOARD.
- Having agreed to serve as a voting member for a one-year term.

ARTICLE VI. MINISTRIES

This assembly shall create and maintain such ministries and sub-organizations as may be necessary and advisable for the extension of its work. All such departments and organizations shall be subordinate to the assembly and shall contribute to the harmony and development of the whole. They shall be under the general supervision of the Lead Pastor, and the Lead Pastor shall be an ex officio member of all committees or departments.

ARTICLE VII. PROPERTY

1. Title - All property of the assembly shall be deeded to the assembly and held in its name or, if required by law, to trustees acting on behalf of the assembly and their successors in office.

2. Property Rights - Any real estate acquired for the purpose of expanding church services or ministry requires approval by at least two-thirds of the voting members present at a regular or special meeting of the assembly.

- Investment Property (Non-Ministry Use) – The voting members delegate full authority to the VDT (Church Board) over all real estate held for investment or income-generating purposes not directly related to worship services or ministry activities, including acquisition, disposition, financing, and management. The VDT is authorized to act on behalf of the voting membership in these matters. Each decision shall be individually reviewed and vetted with the purpose of long-term debt reduction and generating additional income streams. All such decisions require approval by a majority vote of the VDT members present at a duly called meeting.
- The VDT (Church Board) shall inform the voting membership of investment property opportunities and any meetings where such matters will be discussed or decided. Voting members may attend, listen, and provide advisory input, but shall not have voting rights, with final authority remaining with the VDT as delegated herein.
- All investment property transactions and activities shall be reported and summarized to the voting membership at the annual business meeting as part of standard financial and governance reporting.

Footnote: This delegation applies only to investment property not directly related to worship or ministry activities and does not modify the requirement that all other church-owned real estate, including ministry expansion property, requires voting member approval.

3. Disposition of Property - The president and secretary of the corporation shall certify in such conveyance, lease, or mortgage, that the same has been duly authorized and recommended by the required vote. Such certificate shall be deemed to be conclusive evidence thereof.

4. Discontinuation of Church Services - Should this assembly cease to maintain a weekly worship service for a period of 6 months under the direction of a leader duly authorized by and in good standing with the NETWORK BOARD, it shall be dissolved and its properties disposed of according to Article VII, Section 6, of these bylaws.

5. Disaffiliation - One Church reserves the right to voluntarily cooperate with the General Council of the Assemblies of God. They may disaffiliate for any reason deemed appropriate by a two-thirds majority of its voting members. In the event of disaffiliation, One Church retains all properties and assets, and reserves the right to join a network of its choosing or none at all.

6. Dissolution - Upon the dissolution of the assembly, none of its funds or assets shall be distributed to any officer, board member, trustee, or any other individual. The corporation, its other real property assets remaining after payment or provisions for payment of all debts and liabilities of this corporation shall be transferred to a non-profit fund, foundation, or corporation which is organized and operated exclusively for religious or charitable purposes and which has established its tax exempt status under Section 501 (c) (3) of the Internal Revenue Code.

ARTICLE VIII. AMENDMENTS

The bylaws may be amended at any regular or special business meeting of the assembly voting members by a 2/3 majority vote of the voting membership present, except as otherwise indicated herewith. The BOARD has the authority to edit this document for clerical and grammatical corrections. Appropriate notification of any correction will be provided to the Voting Membership.