

CONSTITUTION AND BY-LAWS

ARTICLE I: NAME

The name of this church shall be **JESUS SAVES OUTREACH TEAM, INC., (JSOTI)**.

ARTICLE II: PREROGATIVES

Section 1:

The **JSOTI** shall have the right to govern itself according to the standards of the Inspired Scriptures (i.e. Holy Bible), ¹⁹ *Therefore GO and MAKE DISCIPLES of ALL nations, BAPTISING them in the NAME of the FATHER and of the SON and of the HOLY SPIRIT and* ²⁰ *TEACHING them to OBEY EVERYTHING I have COMMANDED you. And surely I AM with you ALWAYS, to the very end of the age."* (**Matthew 28:19-20**).

¹³ *I have GIVEN you a LAND, for which you did not LABOR, and CITIES which you did not BUILD, and you DWELL in them; you EAT of the VINEYARDS and OLIVE groves that you did not PLANT.* ¹⁴ *"Now therefore, FEAR the LORD, SERVE Him in SINCERITY and in TRUTH, and put away the gods which your fathers served on the other side of the River and in Egypt. SERVE the LORD* ¹⁵ *And if it seems evil to you to SERVE the LORD, choose for yourselves this day whom you will serve, whether the gods which your fathers served that were on the other side of the River, or the gods of the Amorites, in whose land you dwell. BUT as for ME and MY HOUSE, we WILL SERVE the LORD."* (**Joshua 24:13-15**)

Section 2:

In connection therewith, or incidental thereto, **JSOT** shall have the right to purchase or acquire by gift and bequest either directly or as a trustee. Also, **JSOT** shall have the right to own, hold in trust, use, sell, convey, mortgage, lease or otherwise dispose of any real

estate or chattels as may be necessary for the furtherance of its purpose; all in accordance with its by-laws or as the same, may be hereafter amended.

ARTICLE III: STATEMENT OF FAITH

Section 1: The Scriptures Inspired (Holy Bible)

The scriptures, both the Old and New Testaments, are verbally inspired of God which comprise of the revelations of God to man that is infallible and authoritative rule of faith and conduct (2 Timothy 3:15-17; I Thessalonians 2:13; 2Peter 1:20-21).

Section 2: The One True God

The one true God has revealed himself as the eternal self-existent "I AM," the Creator of Heaven and Earth and the Redeemer of mankind. He has further revealed himself as the One that embodies the principles of relationship and association as The Father, The Son and The Holy Spirit (Deuteronomy 6:4; Isaiah. 43:10, 11: Matthew 28:19; Luke 3:22, Exodus 3:13-14, & John 8:58).

Section 3: The Deity of the Lord Jesus Christ

The Lord Jesus Christ is the eternal Son of God. The scriptures declare of:

1. His virgin birth. (Matthew 1:23; Luke 1:31, 35)
2. His sinless life. (Hebrews 7:26; 1 Peter 2:22)
3. His miracles. (Acts 2:22; 10:38)
4. His substitutionary work on the Cross of Calvary. (1 Corinthians 15:3, 2 Corinthians 5:21).
5. His bodily resurrection from the dead. (Matthew 28:6, Luke 24:39; 1 Corinthians 15:4)
6. His exaltation by God the Father. (Philippians 2:5-11)
7. His place at the right hand of God the Father. (Acts 1:9, 11; 2:33; Hebrews 1-3).

Section 4: The Holy Spirit

The Holy Spirit as third person of the godhead is eternally one with the Father and the Son, yet He is sent by Them to achieve the divine purpose in the world and in the Church. (Acts 1:8 & John 16:8)

Section 5: The Fall of Man

Man was created good and upright for God said, "Let us make man in our image, after our likeness." However, man by voluntary transgression, fell and thereby incurred not only physical death but also spiritual death, which is separation from God (Genesis 1:26; 2:17; 3:6; Romans 5:12-19).

Section 6: The Salvation of Man

Man's only hope of redemption is through the shed blood of Jesus Christ the Son of God.

6.1. Conditions to Salvation: Salvation is received through repentance toward God and faith toward the Lord Jesus Christ. Requires renewing of the Holy Spirit, being justified by grace through faith, man becomes an heir of God according to the hope of eternal life (Luke 24:47; John 3:3; Romans 10-13-15; Ephesians 2:8-9; Titus 2:11; 3:5-7).

6.2. Evidence of Salvation: The inward evidence of salvation denotes the direct witness of the Holy Spirit (Romans 8:16). The outward evidence of salvation to all men is a life of righteousness and true holiness (Ephesians 4:24; Titus 2:12).

Section 7: The Ordinances of the Church

7.1. Baptism in Water: The ordinance of baptism by immersion in water is commanded in the Scriptures (Holy Bible). All who repent and believe on Christ as Savior and Lord

are to be baptized. Thus they declare to the world that they have died with Christ and that they also have been raised with Him to walk in newness of life (Matthew 28:19-20; Mark 16:16-20; Acts 10:47, 48 & Romans 6:4).

7.2. Holy Communion: The Lord's Supper (e.g. breaking of bread, Lord's table), consisting of the elements: bread and the fruit of the vine, symbolizes the sharing of the divine nature of our Lord Jesus Christ (2Peter 1:4), a memorial of his suffering and death (1 Corinthians 11:26), a prophecy of His second coming (1 Corinthians 11:23-30); and is to be enjoyed by all believers "till He come!" (Rev. 22; 1 Thess. 4:13-17)

Section 8: The Baptism in the Holy Spirit

All believers are entitled to and should ardently expect and earnestly seek the promises of the Father through the baptism in the Holy Spirit and fire, according to the command of our Lord Jesus Christ. This was the normal experience of all in the early Christian Church. With the baptism of the Holy Spirit comes the endowment of power for life and service and the bestowment of the gifts and their uses in the work of the ministry (Luke 24:49; Acts 1:4, 8; 1 Corinthians 12:1-31). This experience is distinct from and subsequent to the experience of the new birth (Acts 8:12-17; 10:44-46; 11:14-16: 15:7-9, 19:1-6). With the baptism in the Holy Spirit come such experience of an overflowing fullness of the Spirit (John 7:37-39; Acts 2:43; Hebrews 12:28), a deepened reverence for God (Acts 2:43; Hebrews 12:28), an intensified consecration to God and dedication to His work (Acts 2:42) and a more active love for Christ, for His Word and for the lost (Mark 16:20, Mark 12:30-31). The baptism of believers in the Holy Spirit is witness by the initial sign of speaking with other tongues as the Spirit of God gives them utterance (Acts 2:4, 10:46, 19:6). The speaking in tongues in this instance is the same in essence as the gift of tongues (1Corinthians 12:4-10, 26, 28), but different in purpose and use.

Section 9: Sanctification

Sanctification is an act of separation from that which is evil and of dedication unto God (Romans 12:1, 2; 1 Thessalonians 5:23; Hebrews 13:12). The scriptures teach a life of "holiness without which no man shall see the Lord" (Hebrews 12:14). By the power of the Holy Spirit we are able to obey the command: "Be ye holy, for I am holy" (1 Peter 1:15, 16).

Sanctification is realized in the believer by recognizing his identification with Christ in His death and resurrection, reckoning daily by faith upon the fact of that union and by offering every faculty continually to the dominion of the Holy Spirit (Romans 6:1-11, 13; 8:1, 2, 13; Galatians 2:20; Philippians 2:12, 13; 1 Peter 1:15).

Section 10: The Church and its Mission

The church is the body of Christ and the habitation of God through the Spirit with the divine appointments for the fulfilment of the great commission. Each believer, born of the Spirit, is an integral part of the **JSOT** and church of the First-born, which is written in heaven (Ephesians 1:22, 23; 2:22, Hebrews 12:23).

The mission:

1. To preach salvation: be an agency of God for evangelism (Acts 1:8; Matthew 28:19, 20; Mark 16:15, 16).
2. To be a corporate body in which man may worship God (1 Corinthians 12:13).
3. To be a channel of God's purpose to build a body of saints being perfected in the image of His Son (Ephesians 4:11-16; 1 Corinthians 12:28; 1 Corinthians 14:12).
4. To hold up a moral standard.

The **JSOT** gives continuing emphasis to this reason-for-being in the New Testament apostolic pattern by teaching and encouraging believers to be baptized in the Holy Spirit. This experience enables **JSOT** to evangelize in the power of the Holy Spirit with accompanying supernatural signs (Mark 16:15-20; Acts 4:29-31; Hebrews 2:3, 4). In order to do so:

1. **JSOT** utilizes necessary dimension to a worshipful relationship with God (1 Corinthians 2:10-16; 12-14).
2. **JSOT** encourages each member to respond to the full working of the Holy Spirit in expression of the fruits, gifts and ministries similar to the New Testament times for edification of the body of Christ (Galatians 5:22-26; 1 Corinthians 14:12; Ephesians 4:11, 12; 1 Corinthians 12:28; Colossians 1:29).

Section 11: Divine Healing

Divine healing is an integral part of the gospel. Deliverance from sickness is provided by our Lord & Saviour Jesus Christ on the Cross of Calvary for in the atonement and is the privilege of all believers (Isaiah 53:4, 5; 1Peter 2:24, Matthew 8:16, 17; James 5:14-16). However, we believe that God uses doctors, therapist, and other natural means as the channels of healing.

Section 12: The Blessed Hope

The resurrection of those who have fallen asleep in Christ and their translation together with those who are alive and remain unto the coming of the Lord is the imminent and blessed hope of the church (1 Thessalonians 4:16-7; Romans 8:23, Titus 2:13; 1 Corinthians 15:51-52).

Section 13: The Millennial Reign of Christ

The second coming of Christ includes the rapture of the saints and the visible return of Christ with His Saints to reign on the earth for one thousand years (I Thess. 4:13-17, 1Corinth. 15:50-57, Zechariah 14:5; Matthew 24:27, 30; Revelations 1:7; 19:11-14; 20:1-6). This millennial reign will bring the salvation for national Israel (Ezekiel 37:21, 22; Zephaniah 3:19, 20; Romans 11:26, 27) and the establishment of universal peace (Isaiah 11:6-9; Psalms 72:3-8; Micah 4:3, 4).

Section 14: The Final Judgment

There will be a final judgment in which the wicked dead will be raised and judged according to their works. Whosoever name is not found written in the Book of Life, together with the devil and his angels, the beast and the false prophet, will be consigned to everlasting punishment in the lake which burns with fire and brimstone, which is the second death (Matthew 25:46; Mark 9:43-48; Revelation 19:20; 20:11-15; 21:8).

Section 15: The New Heaven and the New Earth

“We according to His promise, look for a new heaven and a new earth, wherein dwells righteousness” (2 Peter 3:13; Revelation 21, 22).

ARTICLE IV: MEMBERSHIP

Section 1: The Standards of Membership

The standards of membership of **JSOT** consist of the:

1. Evidence of a genuine experience in regeneration (John 1:12-13, 3:3-8; 1 Peter 1:18-25);
2. Evidence of a consistent Christian life (Romans 6:4; 8:1-4; 13:13-14; Ephesians 4:17-32; 5:1, 2, 15; 1 John 1:6-7.
3. Full subscription to the Statement of faith as set forth in the constitutional rules of order adopted by the **JSOT**.
4. Willingness to contribute generously, sacrificially and regularly according to his or her ability.

Section 2: Reception of Members

Persons desiring to become active members of the **JSOT** shall make the fact known to the pastor, who shall examine the applicant according to the standards for membership.

The pastor shall present the names of those who apply for membership with his recommendation to the Church Council who shall act upon said recommendation and render a final decision. Each individual who meets the membership requirements and has been seen eligible for membership shall be received into **JSOT** publicly at any of the regular Saturday services. Their names must be inscribed on the **JSOT** roster.

Section 3: Membership Eligibility

Membership in **JSOT** shall be open to all those who give evidence of their faith in the Lord Jesus Christ, who voluntarily subscribe to **JSOT** Statement of faith and who agree to be governed by its bylaws as herein set forth. The Church Council shall have the right and authority to determine the eligibility and acceptability of all applicants for membership. Each candidate for membership must undergo and complete the “Foundation of Faith Membership Class” before being acknowledged as a member.

Section 4: Voting Membership

All those who meet the scriptural and **JSOT** standards for membership, whose names appear on the original membership roll of the **JSOT** together with those names that shall be added from time to time, shall constitute the legal voting membership of the **JSOT**, provided they are 18 years of age or over.

Section 5: Junior Membership

Junior membership shall be available for young people under 18 years of age who give evidence of the new birth, having received Christ as their personal Saviour, and who meet the standards for membership established by the **JSOT**. They shall have voting privileges at 18 years of age.

Section 6: Inactive Membership

Enrolled members who, without good cause, did not attend the Saturday service of the **JSOT** for a period of three (3) consecutive months or more, or who ceases to support financially the ministry for one (1) month, or who may be out of harmony with its teachings, or who shall be under charges of misconduct, or who may have fallen under condemnation through sinful or worldly practices, shall be considered as inactive members until the particular matter has been settled by the definite action of the **JSOT** through its elected officers.

Section 7: Honorary Members

Honorary members shall consist of those members who have entered the ministry as pastors, evangelists, missionaries, religious educators and college students, or those serving in the armed services, making it impossible to serve as active members. Honorary membership recognition shall continue as long as the member maintains a consistent Christian life, remains sound in doctrine and maintains a cooperative attitude toward the **JSOTI**

Section 8: Withdrawal or Transfer of Membership

Members in good standing who may wish to sever their relationship with the **JSOT** or who may desire to be transferred to some other congregation, may apply to the secretary through a letter, which shall be granted on the approval of the pastor and Church Council. The said letter should be signed by the pastor and the secretary of the **JSOT** for it to be acceptable..

Section 9: Revision of Membership Roll

The pastor and Church Council shall be authorized to revise the membership roll of the **JSOT** annually and to remove from the list of active members all names of those who may have become deceased during the year, together with the names of those who may have withdrawn from the fellowship, or who may have fallen into sin and whose lives may have become inconsistent with the standards and teachings of the **JSOT**. The following rules/instructions shall be observed as occasion may require (Matthew 18:15-17; Romans 16:17-18; 1 Corinthians 5:1-5; 2 Thessalonians 3:6-15).

If a name is removed for cause, the one whose name is removed shall be notified of the action by the pastor and Church Council through the secretary. Each removed member may appeal to the Church Council for reconsideration within thirty (30) days of their action; and if reinstatement is not granted, the dismissed member may appeal to the congregation for a congregational hearing of the matter within thirty (30) days of the final actions of the Church Council . The action of the **JSOT**, by a majority vote, shall be considered final and binding.

ARTICLE V: OFFICERS, ELECTIONS & VACANCIES

Section 1: Officers

The officers should be composed of a Senior Pastor/President, Elders, Deacons, Secretary, Treasurer and Auditor. Other officers, as the need arises, shall be added at the discretion of the pastor to assist him/her in the spiritual ministry of the congregation. They are under the direct supervision of the pastor and have no governance responsibilities.

Section 2: Church Pastor

The pastor shall be of mature Christian experience, credentialed and the one who meets the qualifications as outlined in Titus 1:5-9, 1 Timothy 3:1-7. The Pastor is expected to cooperate and participate in all functions of the **JSOT**. The pastor shall be considered as the spiritual overseer of the **JSOT** and shall direct all of its activities in accordance with the bylaws. The Pastor shall be the president of the corporation and shall act as chairman of all the business meetings of the **JSOT** and of the Church Council. The Pastor shall be an ex-officio member of all committees or departments. The Pastor shall provide for all the services of the **JSOT** and shall arrange for all special meetings, conventions, or revival campaigns. No person shall be invited to speak or preach in the **JSOT** without the Pastor's approval.

2.1. Election of Pastor: The Pastor will be elected to serve for an indefinite period of time. The Church Council regarding available candidates shall nominate the Pastor. Only name at a time shall be voted on. Election shall be by secret ballot at the annual business meeting or special meeting called for that purpose. A two-thirds majority vote of all votes cast shall be required to constitute an election.

3.1. Qualifications:

1. Elders must be members of the **JSOT**.
2. Elders must be active in the congregation's life and give evidence of seeking to grow in their own understanding and practice of the Christian life. Such evidence

should include, but not be limited to, the following:

- a. Express conduct of one's life in light of the teachings of Jesus Christ.
- b. Promotes good will and Christian fellowship in the congregation and community.
- c. Regularly attend at worship services and stated meetings of the congregation.
- d. Regular and faithful contributors and supporters of the congregation and its outreach programs.
- e. Willingness to fulfil assignments on behalf of the congregation.
- f. Demonstrated gifts and skills or evident potential in carrying out the responsibilities of an Elder.

3.2. Responsibilities:

1. Share in the pastoral, church growth, and teaching functions of the ministry, such as:
 - a. Providing communion to the homebound.
 - b. Serving as the shepherd for an assigned "flock" of congregation members and regular visitors.
 - c. Regularly communicate with their assigned flock to discuss current **JSOT** activities and be available to them to discuss any other matters of importance to them.
 - d. Make himself/herself available to provide spiritual comfort and support to members of their flock both at church functions and away from church if requested.
 - e. Monitor attendance of the members of your flock and contact them to discuss any concerns if there is a significant change in their attendance pattern.
 - f. Attending the regular monthly Elder's meeting.
 - g. Attending and/or conducting Christian education classes.
 - h. Participating in scheduled Elder workshops and/or retreats.
2. Prepare and present the Communion Meditation and Communion Prayer and preside at the communion table as the representative of the congregation.
3. Assist and/or conduct the service in the absence of the Pastor.
4. Provide supportive counsel to the Minister(s) regarding the spiritual life and development of the congregation.

The Deacons shall be men/women of mature Christian experience and knowledge and shall be expected to meet the requirements as set forth in 1 Timothy 3 and Acts 6.

Section 5: Church Secretary

The secretary shall keep the Minutes of the official meetings of the Church Council and of the annual and special business meetings of the **JSOTI**. He/she shall keep a record of the membership of the assembly and perform any other clerical work necessary to the proper discharge of his/her duties. He/she shall be the custodian of all legal documents, and the corporate seal. The secretary shall be elected every two (2) years. He/she shall be elected from the Church Council by a majority secret ballot vote at the annual church meeting. Their term of office shall be for two (2) years from the time of election; however, they may serve more than one term, if elected.

Section 6: Church Treasurer

The treasurer shall be entrusted with all the finances of the **JSOT** that may be committed to him/her. He/she shall disburse the allocated finances by check, as authorized by the pastor and Church Council. The treasurer shall keep an itemized account of the receipts and disbursements. The treasurer shall present an itemized report to the **JSOT** at its quarterly business meeting and at the monthly meetings of the Church Council. His/her accounts shall be audited under the direction of the pastor and Church Council. The treasurer shall be elected every two (2) years. He/she shall be elected from the Church Council by a majority secret ballot vote at the annual church meeting. Their term of office shall be for two (2) years from the time of election; however, they may serve more than one term, if elected.

Section 7: Church Auditor

An auditor of **JSOT** has a right of access at all reasonable times to the accounting

records and other records of the **JSOT** and is entitled to require from an officer of the **JSOT** the information and explanations the auditor requires for the purpose of auditing the **JSOT** accounts. If an auditor, in the course of the performance of duties as auditor of **JSOT**, is satisfied that there has been a failure to comply with this Act or with a rule of the **JSOT**, the auditor must note the matter in the auditor's report to the **JSOT** in relation to the **JSOT** accounts. Their term of office shall be for two (2) years from the time of election; however, they may serve more than one term, if elected.

Section 8: Church Ministry Heads

As you begin functioning as a member of the local **JSOT** Ministry Head, you should know that your church assumes:

1. That you are accepting this responsibility willingly. Only willing members can effectively perform the services that will be necessary.
2. That you are a loyal and faithful member of this **JSOT** congregation.
3. That you are faithful in your stewardship responsibilities in terms of time, talent, and financial means.
4. That you will seek the Lord for divine guidance and courage to make necessary decisions.
5. That you will be both ethical and professional in handling the information and decisions you will confront.
6. You should be loyal to God, loyal to the pastor and elected leaders, and loyal to the members.
7. That you will put the interests of the church above any personal interest, for only thus can selfless service be rendered to the church and to the Lord Jesus Christ, the Head of the Church (Matthew 16:16-18).
8. That you will always remember the church's mission in making decisions.

Section 9: Church Council

The Church Council will be considered the governing board of the **JSOT** and shall function under the leadership of the Pastor as Presiding Officer. The Church Council will be made up of NINE (9) elected members, consisting of **PASTOR (1), ELDERS (5), DEACONS (2) SECRETARY (1) TREASURER (1) AUDITOR (1)**. The names of the candidates will be submitted by the congregation to the Church Council for consideration for nomination at least thirty (30) days prior to the election. The pastor and Church Council will review the names for qualifications (of members in good standing). The names of those who qualify will be placed on the ballots. Each Church Council member will also serve as the Board of Trustees for the holding of all church property. The Church Council will have the discretion to appoint an Assistant Secretary, who will be ratified by

the congregation. The Assistant Secretary will have the full authority to perform the duties of the Secretary in the absence of the Secretary in order to expedite the business of the church, when necessary.

The Church Council shall be chosen from the membership of the **JSOT**. In order to serve on the Church Council, members must be 18 years of age or older, and shall have been a member of the **JSOT**, in good standing, for not less than two (2) years, and their Christian walk must be above reproach both inside and outside of the church. They shall be nominated by the Pastor and by the Church Council. They shall be elected by a majority secret ballot vote at the annual church meeting. Their term of office shall be for two (2) years from the time of election; however, they may serve one (1) additional consecutive term for a total of four (4) years. After serving two (2) consecutive terms, the person will be required to step down for a minimum of one (1) term (2 years) before being eligible to serve on the Church Council again.

The Church Council is chosen to serve the church and, therefore, shall act in an advisory capacity to the pastor in all matters pertaining to the **JSOT** in its spiritual life and in the ministry of its ordinances. The Church Council shall act in the examination of applicants for membership, and also in the administration of discipline. A majority present at any meeting of the Church Council shall constitute a quorum, provided all the members have been notified to be present. In the event the **JSOT** is temporarily without a pastor, or the pastor is unable to be present, the Church Council shall be empowered to provide for its own chairman from its membership in order to transact business for the **JSOT**.

The Church Council shall carry on the administrative affairs of the church in accordance to its bylaws. In such cases that need the approval of the church body, the Church Council shall present their recommendations to the church for approval or ratification.

Section 10: Vacancies

10.1. Pastor: When a vacancy in the pastorate shall occur, the Church Council shall arrange for a supply until a pastor shall be chosen as prescribed in Section 2. If the pastor's credentials are withdrawn by the **JSOT**, the pastor's term of office shall be automatically terminated. In the case of a pastor's removal from office, such vacation shall be made known to the **JSOT**. In the event a pastor has serious charges preferred against him, or his ministry has ceased to be effective, and no provision has been made

for the termination of his ministry, responsibility is vested in the Church Council in resolving the matter.

10.2. Other Officers: Any office may be declared vacant by an act of a majority of the membership of the Church Council at any regular or special business meeting. In the event that an office is vacated, the unexpired term shall be filled by appointment by the pastor and Church Council. Grounds for such action shall be:

- a. Unscriptural conduct
- b. Departure from the Statement of faith
- c. Incompetence in Office
- d. Any good and sufficient cause.

Any incumbent who has been duly removed from office under charges shall be notified of the action by the pastor and Church Council through the secretary. Each removed office may appeal to the Church Council for reconsideration within thirty (30) days of their action and if reinstatement is not granted, the dismissed officer may appeal to the congregation for a congregational hearing of the matter within thirty (30) days of the actions of the Church Council. The action of the **JSOT**, by a majority vote, shall be considered final and binding.

Section 11: Local Church Credentials

The **JSOT** may grant a local church credential to persons wishing to pursue ministerial recognition pursuant to established guidelines.

ARTICLE VI: ARBITRATION OF DISPUTES

Section 1: Temporary Church Council

Should differences arise between the pastor and members of the Church Council, destroying the unity and the successful ministry of the church, the **JSOT** Ministerial Heads, upon request from the pastor or a majority of the Church Council, shall

investigate such differences. Upon a two-thirds (2/3) vote of the Ministerial Heads Investigating Committee, they may temporarily administer the affairs of **JSOT** until the matter is resolved.

Section 2: Binding Arbitration

In as much as the Scriptures require Christians to take their disputes to the saints and not to the civil courts (1 Corinthians 6:1-8), all disputes which may arise (1) between any member of this church and the church itself, or (2) between any member of this church and any pastor, officer, director, employee, volunteer, or other worker of this church, shall be resolved by binding arbitration if efforts to mediate or conciliate the dispute have failed. Either party to the dispute may initiate the arbitration process by filing with the other party a written request for arbitration within a reasonable time after the dispute has arisen and efforts to mediate or conciliate have failed. In such a case, the member and the church shall each name an arbitrator, and the two so selected shall name a third. All arbitrators must be born-again, Spirit-filled believers who are members of ICCC. The third arbitrator chosen by the other two shall disclose, before accepting the appointment, any financial or personal interest in the outcome of the arbitration, and any existing or past financial, professional, family, or social relationships which are likely to affect impartiality or which might reasonably create an appearance of impartiality or bias. Either of the parties to the arbitration, on the basis of such disclosures, may disqualify such a candidate from serving as the third arbitrator. A third arbitrator who serves without objection from either party has a continuing duty to disclose relationships or interests which may impair his impartiality. Either party, regardless of the stage of the arbitration process, may on the basis of such disclosures, disqualify such a person from further participation. The arbitration process shall not proceed until the third arbitrator is selected.

The arbitrators shall appoint the time and place for the hearing and cause notification to the parties to be served personally or by registered mail not less than thirty (30) days before the hearing. Appearance at the hearing waives such notice. The arbitrators may adjourn the hearing from time to time as necessary and, on request of a party and for good cause, or upon their own motion, may postpone the hearing to a later date. The arbitrators may hear and determine the controversy upon the evidence produced notwithstanding the failure of a party duly notified to appear. The parties are entitled to be heard, to present evidence material to the controversy, and to cross-examine witnesses appearing at the hearing. All the arbitrators shall conduct the hearing, but a majority of them may determine any questions and render a final award. If during the course of the hearing, and arbitrator, for any reason, ceases to act, he shall be replaced in the same

manner in which he was originally selected. The arbitrators may, in their absolute discretion, admit as evidence any affidavit or declaration concerning the matters in dispute, a copy thereof having been given at least five (5) days previously to the party against whom the same is offered, but the person whose evidence is so taken shall be subject to cross-examinations by such party. The arbitrators shall have the power to order and direct what they shall deem necessary to be done by either of the parties relating to the matters in dispute. Cost of the arbitration shall be determined and assessed by the arbitrators. Any submissions or a dispute in arbitration shall not be revoked by the death of any party to the dispute, and any award will be binding upon such person's heirs and successors.

The decision of the arbitrators shall be binding on both parties, and both parties submit themselves to the personal jurisdiction of the civil courts in NSW (including federal courts), as well as the courts or any other state that may have jurisdiction over any dispute contemplated by this Article, for the entry of a judgment confirming the arbitrators' award.

The arbitration process is not a substitute for any disciplinary process set forth in the constitution or bylaws of the church, and shall in no way affect the authority of the church to investigate reports or misconduct, conduct hearings, or administer discipline.

The provisions of the Commercial Arbitration Act 1984 shall govern any matter not provided for herein. If a dispute may result in an award of monetary damages, then the liability insurer of the church conditions use of this arbitration procedure on acceptance of the procedure, and the insurer's agreement to honor any arbitration award up to any applicable policy limits.

ARTICLE VII. MEETINGS

Section 1: Public Worship

Meetings for public worship shall be held on each Lord's Day, and during the week as may be provided for under the direction of the pastor and the Church Council.

Section 2: Annual General Business Meetings

There shall be an annual business meeting of the **JSOTI**, at which time the election of officers shall take place and the report of all officers. The annual meeting shall be held on the FIRST Sunday in MAY of each year. The pastor shall announce the time and place and due notice shall be given on the two Sundays immediately prior to the date of said meeting.

Section 3: Special Business Meetings

Special business meetings of the **JSOTI** may be called when necessary, after proper notice has been given by the pastor or by the Secretary of the **JSOTI**, provided the majority of the Church Council has agreed upon the meeting. Special meetings may also be called by petition having been signed by not less than one-third (1/3) of the active membership of the **JSOTI**, the petition to be placed in the hands of the pastor or the Secretary and announcement made on the two (2) Saturdays immediately prior to the date of the meeting. However, before the right of petition is exercised, the **JSOTI** must request the help of the **JSOTI** officers in writing and its response must be done in writing to the Church Council and the initiator(s) in order for the petition to be considered valid.

Section 4: Quorum

No record of any special or regular business meeting of the **JSOTI** shall be made unless one -third (1/3) or more active members shall be present to constitute a quorum.

Section 5: Church Council Meetings

The Church Council, with the pastor, shall meet monthly for the transaction of routine business for the **JSOTI**. The time and place of the meeting are to be announced by the pastor or the secretary.

V111 FINANCES

Section 1: Funding

The generous financial offerings of the members and friends of the **JSOTI** shall provide all funds for the maintenance of the **JSOTI**. Offerings shall be accepted by the **JSOTI** at such times and in such ways as agreed upon by the pastor and Church Council and shall be administered by the Treasurer under their direction (Luke 6:38; 21:1-4, 1Corinthians 16:1, 2; 2Corinthians 9:6-8).

Section 2: Financial Year

The **JSOTI** Financial Year shall be 30th of June each year-end.

ARTICLE 1X: PROPERTY

Section 1:

All property of the **JSOTI** shall be deeded and held in its name. No property of the **JSOTI** shall be sold, leased, mortgaged, or otherwise disposed of without the same being first recommended by a vote of at least two-thirds (2/3) of the voting membership who are in attendance at a regular meeting or special meeting of the **JSOTI** which has been called for the certify in such conveyance, lease or mortgage, that the same has been duly authorized and recommended by a vote of the **JSOTI**. Such certificate shall be held to be conclusive evidence thereof.

Section 2:

The Church Council shall be custodians of all the real property of the **JSOTI**. They shall meet for the discharge of their duties as necessity may demand, subject to the call of the pastor, who shall serve as president.

Section 3:

The pastor and the secretary of the **JSOTI** shall certify in such conveyance, lease, or mortgage, that the same has been duly authorized by the vote of the membership. Such certificates shall be held to be conclusive evidence thereof.

Section 4:

In the event that the **JSOTI** ceases to maintain a weekly worship service for a period of three (3) months under the direction of a leader duly authorized by and in good standing with the **JSOTI**, it shall be dissolved and its prosperities disposed of according to Article X, Section 5 of these bylaws.

Section 5:

Upon the dissolution of the **JSOTI**, none of its funds or assets shall be distributed to any officer, deacon, trustee, or any other individual. The Church Council shall, after paying or making provision for the payment of all of the liabilities of the **JSOTI**, shall dispose all of the funds and assets of the **JSOTI**. Any such funds or assets not so disposed, shall be disposed by the City court of Australia, in which the principal office of the corporation is then located, to such organization as said Court shall determine which is organized and operated exclusively for religious purposes.

ARTICLE X: AMENDMENTS

This Constitution may be amended by a two-thirds (2/3) vote of the membership of the **JSOTI** in attendance at any regular or special meeting called for that purpose, provided due notice of such proposed change shall have been made at all the services on at least two consecutive Sundays immediately prior to the time of such meeting. It shall be understood that this does not apply to the Article III - Statement of Faith, which stands regardless of majority.

ARTICLE XI: ORDER OF BUSINESS

The regular order of business for the annual meeting of the **JSOTI** shall be as follows:

1. Devotional
2. Reading of previous minutes by Secretary
3. Report of Treasurer
4. Report of committees
5. Unfinished business
6. Election of officers
7. New business
8. Adjournment

ARTICLE XII: PARLIAMENTARY ORDER

In the conducting of its affairs, the church shall be governed by parliamentary procedures as set forth in the current edition of Robert's Rules of Order Newly Revised, in keeping with the spirit of Christian love and fellowship.

Given under our hands and seals at 3/422 Sussex Street, Sydney, NSW, on this 17th day of July, 2014.

CHURCH COUNCIL

Marika W., President Church Council, JSOTI	Allan Duxley, Vice President Church Council, JSOTI
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Melissa Campbell SECRETARY/Church Council, JSOTI	Peter Chua TREASURER/Church Council, JSOTI	Cher Boon AUDITOR/Church Council, JSOTI
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David Woods Founding Member, JSOTI	Lance Founding Member, JSOTI	John Armenia Founding Member, JSOTI
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Melissa Campbell Founding Member, JSOTI	Peter Founding Member, JSOTI	Boom Founding Member, JSOTI
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Ruth Founding Member, JSOTI	Jenny Founding Member, JSOTI	Ahmed Founding Member, JSOTI
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Yossery Founding Member, JSOTI	Sabah Founding Member, JSOTI	Pedro Founding Member, JSOTI
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Michael Cassidy Founding Member, JSOTI	Darius Founding Member, JSOTI	Andrew Founding Member, JSOTI
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Peter Africa Member JSOTI	Joanne Leb. Founding member JSOTI	Surrender Singh Founding Member, JSOTI
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Joanne Kwan Member JSOT	Russel Fanebust Founding Member, JSOTI
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<p>Russel Smith</p> <p>Member JSOTI</p>	
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