

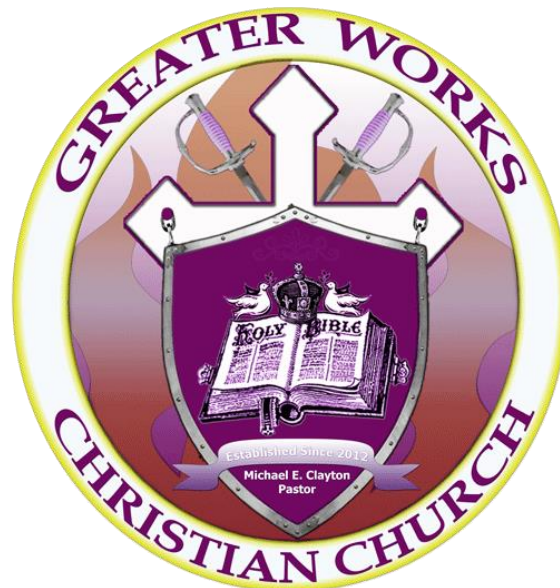
MEMBERSHIP MANUAL

2023 ED. Constitution & Bylaws

*Always being conformed to
the image of Christ.*

Romans 8:29b

Greater Works Christian Church



Greetings Saints’,

There are so many words that come to mind when we think of local church membership; privilege, blessing, gift, responsibility, joy, struggles, family, opportunities, heartache, friendship, work, ministry, community, are just a few that we can think of and we are certain there are many more. Being part of a local church family is a mixed bag of experiences and emotions, and encouragement.

The more you think about it, so is every relationship that we have! Over the years, God has created a great love for the local church in our lives. We believe that being part of Greater Works Christian Church is one of the greatest blessings that God has ever given to us. Today, the local church is under great attack. We understand that this has been true since the inception of the church but today the attacks seem to be coming from within the church through a lack of unification, documentation and understanding. As we evaluate these attacks, we realize that we need to grow in some areas.

The church needs to adapt to its culture while never losing the fundamental principles or message that have been given to us by God in His Word. GWCC is the church it is because of the truth of God’s Word, the giftedness and the passion of the people, and working of the Spirit of God. In some areas we may look like a traditional church. In other areas we may exemplify unorthodox or undignified methods. Either way, we are who we are because it is who God has led us to be.

By being a-part of our church, you will not be able to change our message, but you may be used by God to change our methods. It is in that truth that we find great excitement and anticipation of what God has for us in the future.

Thank you for accepting God’s plan to lead you to this great church. We love it here. The good, the bad, and the ugly are all part of who we are. The blessed assurance is this is only the beginning of who we will be in the future. So, since God has led you to unite with us here at GWCC, we welcome you with open arms. If God directs you elsewhere, then grow where you are planted and be used by God to serve others faithfully.

In Christ’s Amazing Love,

Michael E. Clayton

Eld. Michael E. Clayton, Pastor
Greater Works Christian Church

Greater Works Christian Church

Membership Booklet

LAYING THE GROUND WORK	4
Introduction:.....	4
Bible	4
I. To be a member of the Church of God one must be Born Again (John 3:7)	4
II. To be a member in our local church you must be Baptized	5
III. Understanding Local Church Membership?.....	6
IV. What is the Lord’s Table or Communion?.....	7
A LITTLE BIT OF OUR HISTORY.....	8
OUR PURPOSE STATEMENT, MOTTO AND STATEMENT OF FAITH.....	9
ADDITIONS/REFERENCES.....	9
KEY PRINCIPLES THAT HELP US FUNCTION AS A CHURCH.....	10
OUR Commitment to Biblical Conflict Resolution.....	12
OUR SERVICES	14
OUR MINISTRIES.....	14
HOW DO I BECOME A MEMBER.....	15
How do you withdraw your membership?	15
MY MEMBERSHIP RESPONSIBILITES.....	16
BENEVOLENT FUND POLICY	18
FUNERAL GUIDELINES.....	19
CHURCH DISCIPLINE POLICY	21
GREATER WORKS CHRISTIAN CHURCH ARTICLES.....	25
MEMBERSHIP COMMITMENT FORM.....	31
EMPLOYEE TERMINATION & EFFEMINACY CLAUSE.....	36
COMMITTEES, MEETINGS, SIGNAGE.....	39

LAYING THE GROUND WORK FOR MEMBERSHIP

Introduction:

In our Statement of Faith you see this paragraph concerning the Word of God:

Bible

“We Believe the Bible to be the inspired and only infallible written word of God.” Therefore, we believe that the scriptures were inspired through Spirit-controlled-men and without error in their original writings. Both Old and New Testaments are inerrant, infallible, and the all-sufficient Word of God for all spiritual, physical and emotional needs. (II Tim 3:16, II Pet 1:19-20)

It is important in all that we do, and all that we don't do, that we be grounded in the Word of God. We believe that this booklet reflects that desire.

I. To be a member of the “Church of God” you must be Born Again (John 3:7)

1) *You recognize that you are a sinner and that sin separates you from God.*

- a) For all have sinned and fall short of the glory of God. **Rom 3:23**
- b) For the wages of sin is death, **Rom 6:23a**

2) *Believe that faith in Jesus Christ, and not human works, is your only hope of Heaven.*

- a) But God demonstrates his own love for us in this: While we were still sinners, Christ died for us. **Rom 5:8**
- b) But the gift of God is eternal life in Christ Jesus our Lord. **Rom 6:23b**
- c) Therefore no one will be declared righteous in his sight by observing the law; rather, through the law we become conscious of sin. But now righteousness from God, apart from law, has been made known, to which the Law and the Prophets testify. This righteousness from God comes through faith in Jesus Christ to all who believe. There is no difference, for all have sinned and fall short of the glory of God, and are justified freely by his grace through the redemption that came by Christ Jesus. **Rom 3:20-24 NIV**
- d) For it is by grace you have been saved, through faith—and this not from yourselves, it is the gift of God— not by works, so that no one can boast. **Eph. 2:8, 9**
- e) he saved us, not because of righteous things we had done, but because of his mercy. He saved us through the washing of rebirth and renewal by the Holy Spirit. **Titus 3:5**
- f) He then brought them out and asked, "Sirs, what must I do to be saved?" They replied, "Believe in the Lord Jesus, and you will be saved—you and your household." **Acts 16:30, 31**

3) *Confess your sins and call upon the Lord to save you.*

- a) Everyone who calls on the name of the Lord will be saved. **Rom 10:13**
- b) That if you confess with your mouth, "Jesus is Lord," and believe in your heart that God raised him from the dead, you will be saved. For it is with your heart that you believe and are justified, and it is with your mouth that you confess and are saved. **Rom 10:9,10**

4) *You are then born again forever.*

- a) Therefore, there is now no condemnation for those who are in Christ Jesus. **Rom 8:1**
- b) *My sheep listen to my voice; I know them, and they follow me. I give them eternal life, and they shall never perish; no one can snatch them out of my hand. My Father, who has given them to me, is greater than all; no one can snatch them out of my Father's hand.* **John 10:27-29**
- c) And you also were included in Christ when you heard the word of truth, the gospel of your salvation. Having believed, you were marked in him with a seal, the promised Holy Spirit, who is a deposit guaranteeing our inheritance until the redemption of those who are God's possession—to the praise of his glory. **Eph 1:13, 14**

II. To be a member in our local church you must be Baptized.

1) *What is Baptism?*

- a) Water baptism is a FIGURE or TYPE of something which already took place in the heart of the believer the moment he/she was saved. **(1 Pet 3:21)**
- b) Water Baptism is a picture of spiritual baptism **(Rom 6:3-5 and 1 Cor 12:13)**
- c) Water Baptism is the outward testimony of the believer's inward faith. A sinner is saved the moment he places his faith in the Lord Jesus Christ. Baptism is a visible testimony to that faith.
- d) Water Baptism PICTURES and PROCLAIMS the believer's death, burial, and resurrection with Christ. You are "crucified" (*standing upright in water*), you are "buried" (*immersed into the water*), and you are "resurrected into life" (*raised out of the water*). "Buried with Him in baptism, wherein also ye are risen with Him, through the faith of the operation of God, who hath raised Him from the dead." **(Col 2:12)**
- e) Water Baptism PICTURES and PROCLAIMS the death of our old life to sin, and our resurrection to walk in newness of life. "As Christ was raised up from the dead, by the glory of the Father, even so we also should walk in newness of life." **(Rom 6:4)**
- f) Water Baptism PICTURES and PROCLAIMS our faith in the Trinity of the Godhead. "Baptizing them in the NAME of the Father, and of the Son, and of the Holy Ghost." **Matt 28:19)**
- g) Water Baptism PICTURES and PROCLAIMS our "putting on" of Christ. "For ye are all the children of God by faith in Christ Jesus. For as many of you as have been baptized into Christ have put on Christ." **(Gal 3:26,27)**
- h) Water Baptism is not salvation, but obedience to a command by God concerning discipleship.

2) *We practice Believers Baptism by immersion.*

- a) Received the Word, THEN Baptized **(Acts 2:41)**
- b) They believed THEN were baptized **(Acts 8:12, 36,37)**
- c) Those who believed received the Holy Spirit THEN were baptized **(Acts 10:43,44,47)**
- d) Philipians jailer **(Acts 16:30-34)**

3) *Who then is able to be baptized?*

- a) Those who believe. (**Col 2:12**)
- b) Those who have confessed Jesus as Lord. (**Romans 10:9-10**)
- c) Those who are willing to be disciples of Jesus. (**Matthew 28:19; John 4:1**)

4) *Why should I be Baptized?*

- a) Baptism pleases the Lord. (**Matthew 3:17**).
- b) Baptism is a testimony to the world. (**Matthew 10:32**).
- c) Jesus was Baptized. (**Matt. 3:16, Mark 1:9**)
- d) Jesus Commanded that we be Baptized. (**Matt 28:19**)
- e) Jesus encouraged Baptism. (**John 3:22, 4:1-2**)
- f) Baptism is a sign of repentance. (**Acts 2:37-38**)

III. Understanding Local Church Membership?

1) *What do we mean by “local church membership”?*

- a) Local church membership is when you decide, as a believer, to unite with an organized body of believers in your local area. When we speak of local church membership, we are speaking of a formalized decision of commitment.

2) *Is local church membership required in Scripture?*

- a) The answer to that is a definite yes, no! There are no direct Scripture passages that command believers to be local church members. For that reason we must say, “No,” the Bible does not require local church membership. We believe that we must also say “Yes”, in the sense that almost the entire New Testament, excluding the gospels, is written to or about the local church. We believe it was assumed that every believer would be part of a local body of believers. Our culture makes it important to have a formalized decision of commitment.

3) *What are the benefits of being a local church member?*

- a) Local church membership gives you the opportunity to be obedient in the use of your spiritual gifts as you seek “the common good”. (**I Cor 12:7; Eph 4:11-16**)
- b) Local church membership gives you a greater picture of God as you learn from other believers what God is revealing to them.
- c) Local church membership gives you a greater opportunity to learn and practice God’s grace, mercy, love, etc.
- d) Local church membership allows you to rejoice with those who rejoice and mourn with those who mourn. (**Rom 12:15**)
- e) Local church membership allows you to grow through gifted men that God has given to the church. (**Eph 4:11-16**)
- f) Local church membership gives you a greater opportunity to practice benevolence. We believe that this should be done orderly and with purpose. It is for that reason that we have developed a **Benevolence Fund Policy** (*located at the end of this booklet*).
- g) Local church membership places you under the authority of the church and gives you greater accountability. We believe that this is such an important part of the church. Please refer to the **Church Discipline Policy** located at the end of this booklet.
- h) Local church membership provides you the opportunity to participate in the Lord’s Table on a regular basis.

IV. What is the Lord's Table or Communion?

- 1) Divine Ordinance instituted by Christ on the eve of the Last Supper (**Luke 22:19-20; Matt 26:26-28**)
- 2) Representation of the Lord's Table is three-fold:
 - a) Commemorative of the sacrificial death of Christ for the redemption and forgiveness of sins (**1 Cor. 11:26**)
 - b) Believer understands the benefits of the death of Christ by Faith, and constant dependence on him for all spiritual life and nourishment. (**Jn 6:51-53; 1 Cor. 11:26**)
 - c) Predictive of the return of Christ and glorious resurrection of the Saints. (**1 Cor.11:26; Matt. 26:29**)
- 3) Prerequisites to Participation
 - a) Regeneration; we practice close-communion for believers only
 - b) Nothing against your brother. Matt 5:23, 24
 - 1) c) Orderly Christian walk. I Cor. 11:27-29
- 4) How to partake in the Lord's Table 1 Cor. 11:17-33
 - a) Partake in a worthy manner.
 - b) Examine Self.
 - c) Eat together.
 - d) Proclaim the Lord's death until He comes.
- 5) What is Foot washing? ST. JOHN 13 ENTIRE.
 - a) Divine Ordinance instituted by Christ on the eve of the Last Supper {St. John 13:1-17}.
 - b) This is a customary act of hospitality and cleanliness that Jesus demonstrated to his disciples to enhance humility and love for them.

We, under the Gospel of Grace, do recognize that it is not mentioned in the Pauline Epistles, yet Paul is not our example, Jesus is. Peter declared in {1 Peter 2:21-25}, we should follow the example of Jesus Christ and his steps. Therefore, as he commanded in St. John 13, as disciples of Christ, we should wash the feet of all men within our ministry to, likewise, enhance the humility and love toward each other within our congregation, once a year. We have chosen to observe this Ordinance during the Celebration season of our Annual Church Anniversary.

A LITTLE BIT OF OUR PASTOR & CHURCH HISTORY

Elder Michael E. Clayton is the pastor and founder of Greater Works Christian Church but held his first Pastorate position when he was called to Greater Friendship Baptist Church on November 1st, 2008 to get acquainted with the congregation by years' end at the request of that current pastor. This young man of God, Rev. Michael E. Clayton was uniquely anointed and positioned to continue the tradition of servant-leadership which was established and developed over the past 75 years. By the Grace of God and the blessing of his former Pastor, Dr. Kevin A Kelly of Second Baptist Church of Little Rock, Arkansas; Rev. Clayton went to Greater Friendship expecting God to do great things through him. Pastor Clayton godly character preceded him before coming on board at Greater Friendship Baptist Church with accolades as:

- Having obtained a good report from student leadership and scholarly activities at Henderson State University
- Years of ministry work and employment at Second Baptist Church and Second Baptist Christian Academy
- Having been united in matrimony, being a father of two young sons
- Exceptional interpersonal relations
- Having organized and lead a city-wide intercessory prayer movement where many witnessed the awesome power of the in-dwelling of the Holy Ghost
- Having demonstrated the gifts of teaching and prophetic utterance, and
- Evidence of a true Pastor's heart in loving God's people

Pastor Michael E. Clayton served Greater Friendship faithfully for 3 ½ years. Under his leadership the ministry grew both numerically and spiritually: Organized Ministry was established, many souls were saved and former members returned home to Greater Friendship because of the mantle, mentorship and momentum of his godly direction & desire for excellence in Ministry. During Pastor Clayton tenure at Greater Friendship Baptist Church the Granite Mountain 4-Church Fellowship was birth. Greater Friendship –Pilgrim Rest Baptist #3, Mt. Calvary Baptist Church and Old Landmark House of Prayer grew in love and support of each other. While pastoring during his tenure at Friendship he willingly submitted to ministry work outside of our city. As Pastor Clayton partnered with Gospel Mission Church of God in Christ, of Hot Springs Arkansas, he helped to re-establish that local congregation during the failing health of his loving uncle. Pastor Clayton would impact and stir-up a vibrant and joy-filled service every Sunday morning. Pastor Clayton is doing great things in the name of Jesus within our community, state and local church. Pastor, in his last year at Greater Friendship, he challenged his ministry supports and those called to him through Christ to move into a New Direction and many accepted the assignment and willingly yielded toward a New Direction.

On Sunday, March 18th 2012 Greater Works Christian Church was established. The first services were held at Robinson's Mortuary located on 1201 Dr. Martin Luther King Drive in Little Rock Arkansas. On that day, 150 plus members came down the aisle and joined the newly established church; Greater Works Christian Church is a non-denominational church for all nations and people!

{CONT'D}.... In the 2016 year of our LORD, our first outreach campus was established in the city of Houston, Texas. Our Senior Pastor, Elder Michael E. Clayton established a weekly bible study at a local church, Word of Faith – 3831 W. Fuqua Street. Houston, Texas 77075. This bible class turned into an organized campus with a starting membership of 65. With momentum and the ministry of the Word of God, Elder Clayton was able to

appoint a campus pastor, Elder Trenton Ware, as the hired associated under his administration. As of 2023, this campus is still alive and well. They continue to reside at 3831 W. Fuqua Street. They have three ordained elders, four associate ministers, a governing board council, at ministry team of 15 servant leaders and worship weekly at 8am with bible study teachings on Thursday Nights. To God be the Glory.

In 2023, our second outreach campus was established in the city of Malvern, Arkansas. Our Senior Pastor, Elder Michael E. Clayton saw the addition of 20 souls added to the Little Rock campus during the COVID dash 19 season. {2019 - 2022}. In January of 2023, Elder Clayton raise the capital and received to support of the local church to start weekly services in Malvern. This campus currently meets at 1721 Martin Luther King, Jr. Suite U, Malvern AR 72104. Elder Clayton travels weekly to preach and teach on Sunday mornings at 8:00 AM with a Monday Manna Bible class at 7:00 PM nightly. To God be the glory. As of today, the church is still experiencing growth of membership. To God Be the Glory. Elder Michael E. Clayton, Senior Pastor.

OUR PURPOSE STATEMENT, MOTTO, AND STATEMENT OF FAITH

OUR PURPOSE STATEMENT

We purpose to meet together to prayerfully equip and encourage believers of Jesus Christ, through the preaching and teaching of God’s Word, to go and share Christ to the unsaved, faithfully, while being conformed to the likeness of Jesus Christ.

MOTTO

“W (Witnessing), O (Obeying), R (Relating), K (Konnnecting), S (Servitude)” – Witnessing (Matthew 28), Obeying (1 Peter 1:22), Relating (1 Corinthians 9:22), Konnecting (St. Luke 16:9), Servitude (Galatians 5:13).

OUR STATEMENT OF FAITH

- We Believe the Bible to be the inspired and only infallible written word of God.
- We Believe that there is one God eternally existent in three persons: God the Father, God the Son and God the Holy Ghost.
- We Believe in the blessed hope, which is the rapture of the church of God which is in Christ at his return.
- We Believe that the only means of being cleansed from sin, is through repentance, faith in the precious blood of Jesus Christ, and being baptized in the water.
- We Believe that the redemptive work of Christ on the cross provides healing for the human body in answer to believing prayer.
- We Believe in the sanctifying power of the Holy Ghost, by whose indwelling, the Christian is enabled to live a holy and separated life in this present world. Amen.

.....
Additions/References

Jesus’ Return

- The timing of Jesus' return has been debated by Christians practically ever since Jesus ascended into heaven. We believe that "no man knows the time or date" (Matthew 24:36) and that the full answer to the question will be left until Christ returns. As we read and interpret Scripture it is our belief that God does allow us to know that the next great event in history will be the return of Jesus Christ to "catch up" all believers. This "imminent" return of Christ is designed to sober and encourage us (I Thessalonians 4:13-5:11). Often this position is referred to as being "Pre-Tribulational". We also consider ourselves to be Pre-millennialists.

☐☐The Church

- Besides our other statements concerning the church, we believe that the church began with Pentecost, after the ascension of Jesus into heaven and will continue until the coming of Jesus at the rapture (I Thessalonians 4:13-18). We believe in a dispensational approach to Bible study.

☐☐Immersion

- We recognize that many believers differ on the mode of baptism. It is our belief that baptism is a symbol and declaration of what Christ has accomplished in our lives. Immersion in water seems to be the best picture of the death, burial, and resurrection of Christ and is the method that we use.

KEY PRINCIPLES THAT HELP US FUNCTION AS A CHURCH

☐☐ *Principle One* – *We are a Non-Denominational, Congregationally governed local Church.*

- Church Government (*as stated in our Statement of Faith*)

_ God has directed the church of God to spread the Gospel of Jesus Christ and build up believers. How we choose to do that, especially concerning the government of our local churches, is left up to us to decide. We have decided that in the multitude of counselors there is wisdom (**Proverbs 15:22; 24:6**) and have set up a congregational form of government. Within that framework we recognize that God has given us a pastor to direct and guide us so that we remain faithful to the Word of God (**Ephesians 4:11-16**). It is our desire to work together to accomplish the responsibilities that God has given us.

- At this time we are not associated with any other movement or convention.

Greater Works Distinctives:

_ We believe the bible is the final authority in all matters of belief and practice because the Bible is inspired by God and bears the absolute authority of God Himself. Whatever the Bible affirms, we accept as true. No human opinion or decree of any church group can override the Bible. Even creeds and confessions of faith, which attempt to articulate the theology of Scripture, do not carry Scripture's inherent authority. 2 Timothy 3:15-17; 1 Thessalonians 2:13; 2 Peter 1:20, 21

_ We believe in the "Priesthood of the Believer" is defined as "one authorized to perform the sacred rites of a religion, especially as a mediatory agent between humans and God." Every believer today is a priest of God and may enter into His presence in prayer directly through our Great High Priest, Jesus Christ. No other mediator is needed between God and people. As priests, we can study God's Word, pray for others, and offer spiritual worship to God. We all have equal access to God--whether we are a preacher or not. 1 Peter 2:5, 9; Revelation 5:9, 10

_ We believe the local church should practice three ordinances: (1) baptism of believers by immersion in water, identifying the individual with Christ in His death, burial, and resurrection, Matthew 28:19, 20; 1 Corinthians 11:23-32, (2) Holy Communion and (3) Feet Washing, these ordinance exhibit:

I. that you are one with Christ

II. that you believe in and walk according to His teachings

III. that you partake in this rite, to memorialize His death

John 13:8, 14-15 | I Corinthians 11:27-28 | Luke 22:19

_ We believe in the full autonomy of the local church as an independent entity under the Lordship of Christ, through pastoral authority, with regards to: A) government, polity, and operations (Titus 1:5; Acts 15:1 – 35), B) discipline (I Corinthians 5:5; Matthew 18:15-17; II Thessalonians 3:6, 14-15) and C) with the added value of the Episcopacy as a covering (Titus 1: 5; Acts 15:1-35).

_ We believe in the value of biblical terminology for leadership in the contemporary church: Bishop/Overseer, Pastor, Minister, Elder, Deacon, Evangelist/Missionary and Ambassador. We believe all of these are designations for servant-leaders (Jeremiah 3:15; Acts 20:28; II Corinthians 6:4; I Timothy 3:1-7, 2 Timothy 4:5).

_ We believe in the formal and intentional praise and worship of Almighty God as a proper, spirit-led, corporate acknowledgement and response to His person and work (Psalm 46-50; John 4:23, 24).

_ We believe in the indwelling of the Holy Ghost for all Believers and that the Holy Ghost verifies and validates the Believer as part of the Body of Christ (Romans 8:9).

_ We believe in speaking in tongues, as our heavenly language, that builds us up in our most holy faith. Tongues' is an indicator, **not** a qualifier. **B)** The baptism of the Holy Ghost occurs once and for all at salvation. (Jude 20, Acts 19:2-6; Acts 2:1-4; 1 Cor. 14:14-15)

_ We believe God established both the church and the civil government, and He gave each its own distinct sphere of operation. The government's purposes are outlined in Romans 13:1-7 and the church's purposes in Matthew 28:19 and 20. Neither should control the other, nor should there be an alliance between the two. Christians in a free society can properly influence government toward righteousness, which is not the same as a denomination or group of churches controlling the government. Matthew 22:15-22; Acts 15:17-29

□□ *Principle Two* – Each believer is given gifts by God that he/she is to use for the “common good” of the body of Christ. I Cor 12:7

- A Spiritual Gift is any ability that is empowered by the Holy Spirit and used in any ministry of the church.
- These gifts are given to every believer at the time of salvation. I Cor 12
- These gifts are given for the “common good” (I Cor 12:7) of the body of Christ and so as a local church, we expect every believer to be using their gifts in ministry.

□□ *Principle Three* – Biblical Peacemaking

- As with any family, conflicts arise. We do not expect to be free from all conflicts in our church. We do expect, though, that Biblical methods of conflict resolution be used by all members. These following statements are for peace's sake among our Members:

- *Seven A's of Peacemaking*

- _ Address everyone involved (All those whom you affected)
- _ Avoid if, but, and maybe (Do not try to excuse your wrongs)
- _ Admit specifically (Both attitudes and actions)
- _ Acknowledge the hurt (Express sorrow for hurting someone)
- _ Accept the consequences (Such as making restitution)
- _ Alter your behavior (Change your attitudes and actions)
- _ Ask for forgiveness

□□ See Matthew 7:3-5; 1 John 1:8-9; Proverbs 28:13.

➤ *Four Promises of Forgiveness*

- _ I will not dwell on this incident
- _ I will not bring up this incident again and use it against you.
- _ I will not talk with other about this incident
- _ I will not let this incident stand between us or hinder our personal relationship.

□□ A COMMITMENT TO BIBLICAL CONFLICT RESOLUTION

- As people reconciled to God by the death and resurrection of Jesus Christ, we believe that we are called to respond to conflict in a way that is remarkably different from the way the world deals with conflict.¹ We also believe that conflict provides opportunities to glorify God, serve other people, and grow to be like Christ.² Therefore, in response to God's love and in reliance on his grace, we commit ourselves to respond to conflict according to the following principles:
 - Glorify God — Instead of focusing on our own desires or dwelling on what others may do, we will rejoice in the Lord and bring him praise by depending on his forgiveness, wisdom, power, and love, as we seek to faithfully obey his commands and maintain a loving, merciful, and forgiving attitude.³
 - Get the Log out of Your Eye — Instead of blaming others for a conflict or resisting correction, we will trust in God's mercy and take responsibility for our own contribution to conflicts—confessing our sins to those we have wronged, asking God to help us change any attitudes and habits that lead to conflict, and seeking to repair any harm we have caused.⁴
 - Gently Restore — Instead of pretending that conflict doesn't exist or talking about others behind their back, we will overlook minor offenses or we will talk personally and graciously with those whose offenses seem too serious to overlook, seeking to restore them rather than condemn them. When a conflict with a Christian brother or sister cannot be resolved in private, we will ask others in the body of Christ to help us settle the matter in a biblical manner.⁵
 - Go and be reconciled — Instead of accepting premature compromise or allowing relationships to wither, we will actively pursue genuine peace and reconciliation—forgiving others as God, for Christ's sake, has forgiven us, and seeking just and mutually beneficial solutions to our differences.⁶
 - By God's grace, we will apply these principles as a matter of stewardship, realizing that conflict is an assignment, not an accident. We will remember that success in God's eyes is not a matter of specific results, but of faithful, dependent obedience. And we will pray that our service as peacemakers will bring praise to our Lord and lead others to know His infinite love.⁷

¹ Matt. 5:9; Luke 6:27-36; Gal. 5:19-26. ² Rom. 8:28-29; 1 Cor.10:31-11:1; James 1:2-4.

³ Ps. 37:1-6; Mark 11:25; John 14:15; Rom. 12:17-21; 1 Cor. 10:31; Phil. 4:2-9; Col. 3:1-4; James 3:17-18; 4:1-3; 1 Peter 2:12. ⁴

o Prov. 28:13; Matt. 7:3-5; Luke 19:8; Col. 3:5-14; 1 John 1:8-9. **5** Prov.19:11; Matt. 18:15-20; 1 Cor. 6:1-8; Gal. 6:1-2; Eph. 4:29; 2 Tim.2:24-26; James 5:9. **6** Matt. 5:23-24; 6:12; 7:12; Eph. 4:1-3, 32; Phil.2:3-4. **7** Matt.25:14-21; John 13:34-35; Rom. 12:18; 1 Peter 2:19; 4:19.

□□ *Principle Four* – We believe that each member should faithfully and regularly be contributing to the financial well being of the church.

- Tithing is an Old Testament principle. Giving cheerfully, regularly, and as the Lord has prospered in the New Testament principle. I Cor 16:1-4; II Cor 9:6-11
- The Church will regularly present the members with a full disclosure of the monies collected and distributed.
- The Church will participate in Capital Campaign projects, Purpose-filled Pledging, Spirit-led Faith Seed giving & sacrificial giving; all for the upkeep, expansion, excellence, educational and evolving of the local church.
- The Church will organize a system allowing members not present each Sunday to give regularly.

Our Services

A. Worship service

- a. The church shall meet each Sunday morning and Wednesday for preaching, instruction, evangelism, and for the worship of almighty God. These meetings will be open to the entire membership of the church and for all people and shall be conducted under the direction of the pastor.

B. Special services

- a. All services and ministry activities that are essential to the promotion of the objectives of the church shall be placed on the church calendar at the discretion of the church's Calendar Review Committee or staff appointed.

C. Regular/Special Business Meetings

- a. Regular Business meetings shall be held bi-annually on a designated date. A one-week notice to members delineating the date, time, and location of a meeting must be given for a business meeting. A petition bearing the signature of 50 members may be submitted to add an agenda item.
- b. The senior pastor may call special meetings and/or by petition bearing the signatures of 15 members to consider matters of significant nature. A seven-day notice, the members delineating the date, time, and location of the meeting must be given for a call business meeting. Considering the nature of the business meeting, the deacons ministry may choose to use a roster to validate membership {Ref to Members Articles}.

D. **Wednesday Night Prayer and Bible Study** is a more relaxed time of singing, prayer and Bible study. We believe that it is imperative that we come together and pray. It is for that reason that our prayer time is the main focus of this service. Bible studies are usually topically studies or contemporary issue studies that are designed to equip us in our daily walk with Christ.

E. Quorum

- a. Quorum shall consist of those who attend the business meeting if the Senior Pastor duly call the meeting.

F. Parliamentary Rules

- a. Our church shall hold the biblical principles and practices as the highest standard of discipline of procedure for all business meetings of the church. Roberts Rules of Order {revised} shall be the secondary consideration of procedures for all business meetings of greater works Christian Church. Roberts Rules of Order can be found on digital media or on our website.

OUR MINISTRIES

We believe that our ministries are in line with our purpose statement and are what God would have us to accomplish as a church. We have chosen the types of ministries that coordinate with the different gifts that God has given our people. Due to that fact, our ministries, or how we minister, often changes; Our desire is that God uses these ministries to meet the spiritual needs of people and that they provide an opportunity for our people to serve.

Altar Ministry:

The altar ministry serves as a critical link for those seeking answers to life's tough questions and for those who desire a meaningful life change in the sanctuary space call the altar. The altar is a source of encouragement and a place of prayer support.

Aaron and Hur Ministry:

The basic duty of the Aaron and HUR ministry is to stand beside the leader to assist, to lift him up, coordinate logistics to make his way or appointed guest movements easier. To help protect him against any enemy that might attack him or assigned guest. It is a ministry of prayer, watchfulness, and intercession. The armor bearers and handmaidens most sincerely care and love the leader in order to fulfill their duties.

Baptism Ministry:

This ministry is to assist the new converts during their baptism experience. The baptism ministry is to assist with the teaching classes of the new converts prior to this experience as well. This ministry is aided by the deaconess ministry and under the leadership of the assigned Deacon who coordinates the events leading to the day of baptism.

Children's Ministries:

We believe that our Children's Ministries need to develop their foundation and their purposes from the Bible. Our teachers work hard to make sure that what they are teaching and portraying to the children comes directly from the Scriptures. We also believe that we are a supplement to what is already being taught in the home. Our ministries should not be a substitute for what God has commanded for the home. The responsibility to teach our children what God desires for them, lays on the shoulders of the parents. We are grateful for the opportunities that you give us to help you with this enormous task.

Dance Ministry:

This ministry is for young ladies, ages 7 to 17 years. The dance ministry will perform at selected events throughout the fiscal year. This ministry will host weekly practices to encourage mentorship, discipline, and teamwork.

Intercessory ministry:

Intercessory ministry he is designed to plead between our eternal father, God and humanity. This group we will meet regularly to pray for the ministry, the man of God, the missing, the loss, and the sick. They will be encouraged through quarterly prayer campaigns that include our international conference call center and enrichment sessions across campuses.

Music ministry:

Music ministry is a service to God that supports the sermon by leading the congregation through song and worship. This team of helps is assigned to teach and admonish the congregation in psalms and hymns and spiritual songs, singing with grace in their hearts to the Lord {Col 3:16}.

Nursery and Toddlers:

Both our Nursery and Toddlers ministries are staffed by qualified, loving teachers. They are designed so that you and your child can feel safe and secure thus parents are able to benefit the most from our worship experience. The toddlers are taught the basics from God's Word and are encouraged to walk with Christ at an early age.

Activity Ministry

The Activity Ministry coordinates activities that involve the entire church body; provides hospitality to churches visiting from out of state; and coordinates out-of-town visits to other churches.

Beautification Ministry

Our goal is to make Greater Works members proud of their church appearance and be ever mindful of our blessings. The purpose of the ministry is to decorate and beautify God's house by making it comfortable and pleasing for worship.

Members' Care (*Bereavement*) Ministry

Times of loss are difficult moments to endure alone. Our Bereavement Ministry serves to minister to the needs of our members at their hour of grief and pain. The Bereavement ministry along with the Watch Care ministry is one of the ways we express our love and concern for our members during tragic times.

Christians Ed. Min.

The Christian Education Ministry serves as our means to further disciple our members through the teaching of God's word. Workshops and seminars are organized by this ministry to enrich and empower our members and leaders.

Drama Ministry

The Drama ministry offers opportunities for every age group. Our purpose and mission is to help individuals develop and utilize their talents through role-playing. It provides many opportunities to encourage families to share the joy of Christ with others and provide love and fellowship among believers.

Greeters Ministry

This ministry is the first expression and point of contact for our visitors and guests upon their arrival to Greater Works. This is our time to display the gentleness, hospitable and kindness of Christ through Godly gestures and direction to experience a great worship service from their arrival to their departure.

Health Care Min.

The role of the Healthcare Ministry is to meet the healthcare needs of our church and/or community; to actively engage our members/community in living a healthier and more active life. It provides opportunities to learn more about our health by organizing workshops and seminars; promoting better health with exercise groups.

HELPS Ministry

Helps ministry is designed to increase the enlistments of members into the work of the Ministry. It has also been designed to aid ministries with extra help during church activities. If and when a ministry is in need of extra help, they call on the HELPS Ministry to assist in their endeavor. This ministry is purposed to be a volunteer ministry for any member of Greater Works. It is targeted toward new members of GWCC who are undecided about their place in the ministry, or those who would love to work in various ministries of the church without committing to just one particular ministry.

Kitchen/Culinary Ministry

Hospitality and fellowship are vital to building relationships at Greater Works. Our Culinary Ministry consists of committed individuals who give of themselves in the coordination and organization of the activities that take place in our kitchen. This ministry assures that all eating functions are carried out in a consumable and sanitary manner.

Marriage Ministry

The Greater Works Marriage Ministry's mission is to enhance marriages through fellowship, conferences, and spiritual support & growth all guided by the word of God. The Marriage Ministry host several events throughout the year and we welcome all married couples to celebrate their love throughout the year by joining us in fellowship. Your marriage will be blessed.

Media Ministry

The Media Ministry records weekly worship services and Bible studies for our members and guests. The workers of this ministry incorporate their efforts with the Minister of Music to assure that our listening congregation receives the best sound possible. CD's are given out monthly to those members who are sick and shut-in.

Mother's Ministry

The Mothers' Board of Greater Works Church is seasoned with wisdom of life and God's love: we stand with a helping hand to young women and those who need us. Titus 2:3-5

New Member's Ministry

Our church family believes that continued fellowship is important in giving our new members a sense of belonging to God's church. The New Members Ministry coordinates efforts to welcome those who unite with our church family. New Members Receptions are held quarterly to inform and inspire our new members to unite with a ministry where they can use their talents God has given them.

Newsletter

The purpose of the Newsletter Staff is to spread the news of the GW via newsletters published by members of GW, under the direction of Pastor Clayton, using Christian ethics, language and guidelines. Keeping in mind

that although this is a newsletter, the staff is still under the unction of the Holy Spirit, and all meetings and functions should be conducted with that in mind.

Outreach Ministry

Christ has given the church a divine commission to spread His word and genuinely care for those in the world. Our Outreach Ministry seeks to fulfill our Christian duty through ministering to physical, spiritual, social, and emotional needs.

Parking/Security Ministry

With the increasing rapid growth that our church is experiencing, the Parking Ministry of Greater Works serves to aid our members and guest in locating adequate parking and helps to direct the flow of traffic for safety and convenience. This ministry represents the first impression our guests receives upon visiting our church family and the first sign of our commitment to our members and guest.

Public Relations Ministry

Our immediate goal is to keep the church members and the community abreast of what's happening at GWCC through radio announcements, televisions commercials, print advertising, billboards, flyers and events planning. Our ultimate goal is to help carry the "Good News" around the world through people just like you.

Scholarship Ministry

The cost of college or vocational school seems to be a growing hindrance to our youth furthering their education. The Scholarship Ministry is purposed to financially assist those students from within our church that desires to continue their education. This ministry helps raise money and decide who will receive the GWCC scholarships.

Shepherd's Care Ministry

The Shepherd's Care purpose is to minister to the general well being of the pastor and his family and to host the annual celebration in honor of the first family.

Single's Ministry

Our goal is to help single men and women grown, function, and thrive through their challenges with meetings and workshops. The Greater Works Church understands that a vast majority of our members are without spouses. This ministry helps to meet the need for persons who are single by decision, death or divorce.

Transportation Ministry

This ministry helps to serve the needs of our members and visitors who need a ride to and from church. New Drivers are always welcome! If you are 25 years or older with a valid Arkansas drivers license, join us in the Transportation Ministry.

Usher's Ministry

Comfort and order are both necessary to provide an atmosphere of worship in our services. The Usher Ministry serves our congregation each Sunday to maintain the comfort of our visitors, members and pastor.

Wedding Ministry

Marriage is honorable in the sight of God and we view the ceremony of matrimony as holy and sacred. The weddings that take place in our sanctuary are befitting for the House of God. This committee serves to coordinate time, decorations, and fees for members, as well, as, non-members.

W.O.V.E.N Women ministry

This ministry is comprised of young ladies between the ages of 18 to 45 years. This group of ladies we'll develop prayer partners, monthly activities that enhance the spiritual and physical man, and encouragement to evangelize those within their generation.

Women of Virtue Ministry {dba: Women's Network}

The Women of Virtue Ministry is a support ministry to our pastor, ministries, and deacons to assist in the observance of ordinances of baptism, communication, and the care of our members.

Youth Ministry

There is a growing concern for the youth of our community and church. The Youth ministry is the means whereby we can address the issues and concerns that our youth deal with daily. The directors and workers of Youth Ministry strive to give the youth of our church and community a better alternative. Activities are scheduled monthly to help build relationships and fellowship between our youth. Our Youth Ministry is for children in middle school and above, while our Children's Ministry is for elementary school and below.

Young adult ministry

This accompaniment of men and women are in their late teens, 20s, and 30s through community, evangelization, prayer and spirituality. This group is encouraged in leadership development and challenge to engage in social missions of the gospel.

HOW DO I BECOME A MEMBER

4 Ways You Can Become a Member

By Profession of Faith and Baptism

If you will receive Jesus Christ as your personal Saviour and Lord and follow Him in baptism by immersion, we welcome you into our fellowship.

By Letter From Another Church

If you are a member of a church of like faith, and God leads you here, we will be pleased to welcome you into our church family. We will happily take care of appropriate details of transferring your membership.

By Baptism From Another Denomination/ Christian Experience:

If you know in your heart that you are saved and want to become a member of Greater Works Christian Church, we invite you to join us by baptism. This gives testimony of your salvation and your obedience to God's direction.

By Statement of Your Faith or by Restoration

In the event, church membership has been lost due to lack of attendance or giving passed the membership requirements, we will accept you upon your statement or reasoning of these conditions. You may express your desire to fulfill any of the above by presenting yourself during the invitation at the close of our worship service. Of course, any decision assumes your commitment to being faithful in prayer and participation in our Lord's work at Greater Works Christian Church.

How do you withdraw your membership?

- 1) A letter or note from you requesting your name be removed or transferred from the membership roll.
- 2) By not attending any of the services of the church for **six months**. (*unless away on business or health reasons etc.*)
- 3) In the case of church discipline, after the leadership and the church body have exhausted all avenues of restoration and reconciliation.

MY MEMBERSHIP RESPONSIBILITIES

Members

Regular/Active Members:

(a) **Definition:** A member who is actively engaged in the work of the Church and who keeps current their duties. Special provisions shall be made for seriously ill or handicapped members.

(b) **Expectations:** The expectations of a Regular Member shall include the following:

- (i) Regular attendance at Bible study; Sunday school
- (ii) Regular attendance at Church services;
- (iii) Give financial contributions in keeping with his/her means or in accordance with the bible.
- (iv) Actively support and promote the Church's programs and missions through personal service and in cooperation with the Church's leaders;
- (v) Abide by the Articles of Faith, Bylaws, and church policy;
- (vi) Take Communion regularly;
- (vii) Shall promptly notify the Church Clerk for record keeping purposes of any name, address, and phone number changes.

(d) **Rights:** A Regular Member shall have the following rights.

- (i) Vote during official balloting;

- (ii) May serve on ministries and/or committees;
- (iii) Unless otherwise indicated in these Bylaws, may serve as a Church officer;
- (iv) May use Church building facilities as a site for special services such as matrimony, dedication of infants, etc.; as scheduled by the church business office
- (v) Shall have the right to a funeral at Greater Works Christian Church.

Watch Care Member

(a) **Definition:** Persons who are members of a Christian Church in another area but who are residing temporarily in the Little Rock metropolitan area and have been accepted as a member of this Church for a limited time.

(b) **Expectations:** The expectations of a Watch Care Member shall include the following:

- (i) Regular attendance at Bible study; Sunday school
- (ii) Regular attendance at Church services;
- (iii) Give financial contributions in keeping with his/her means or in accordance with the bible.
- (iv) Actively support and promote the Church's programs and missions through personal service and in cooperation with the Church's leaders;
- (v) Abide by the Church Covenant, Articles of Faith and Bylaws;
- (vi) Take Communion regularly;
- (vii) Shall promptly notify the Church Clerk for record keeping purposes, of any name, address, and phone number changes.

(c) **Rights:** A Watch Care Member shall not have voting rights or the right to hold a Church office.

Youth Member

(a) **Definition:** A Youth Member is any person under the age of 18 years who meets the requirements of a Regular Member, Associate Member, Watch Care Member or Inactive Member.

(b) **Expectations and Rights:** The expectations and rights of a Youth Member shall be the same as that for the applicable member category identified in this section with the exception of the following:

- (i) Youth Members cannot vote on matters relating to the purchase, sale or mortgaging of property;
- (ii) Youth Members cannot be elected as a Church officer;

Inactive Member

(a) **Definition:**

- (i) An Inactive Member is any person(s) absent from the service and life of the Church because of illness, infirmities, job or school (out of the city or state) or serves in the armed forces and institutions, or
- (ii) An Inactive Member is a member who is absent from the Church and fails to contribute to the financial support for Six Months, without a legitimate excuse. Such member shall be subject to actions of dismissal by vote of the Church, but only after sincere efforts have been made by the Church to locate and reclaim the Inactive Member, or
- (iii) Any Regular Member of the Church who does not fulfill the duties listed in this Section may have his/her rights terminated, except the right to have a funeral at Greater Works Christian Church.

E-Members

- A. E-members are those who join the church from a remote location that is not within driving distance to any campus. They support the church through their giving and weekly connection to online services. They will have all the rights and privileges of a regular attendee yet can only vote if the matters of the meeting are shared on a private broadcast network, like Zoom.

Member Records

(a) The category of members as outlined in this Section shall be indicated for each member on the official church membership roster by the Church Clerk as established by the Deacon Ministry and the Pastor. Marriage Security Clauses.

A. Righteous And Wicked

- a. We believe the Scriptures teach that there is a radical and essential difference between the righteous and the wicked; that such only as through faith are justified in the name of the Lord Jesus, and sanctified by the Spirit of our God, and truly righteous in His esteem; while all such as continue in impenitence and unbelief are in his sight wicked, and under the curse; and this distinction hold among men both in and after death.

Section **NEW**: STATEMENT OF POSITION ON MARRIAGE & RELATIONSHIPS

Marriage is a biblical institution established by God as clearly described in the following scriptures: •

- Genesis 2:24- Therefore a man leaves his father and mother and cleaves to his wife, and they become one flesh.
- Romans. 7:2- For the woman which hath a husband is bound by the law to her husband so long as he lives; but if the husband be dead, she is loosed from the law of her husband.
- 1 Corinthians. 7:10- And unto the married I command, yet not I, but the Lord, let now the wife depart from her husband.
- Ephesians. 5:22-23- Wives, be subject to your husbands, as to the Lord. For the husband is the head of the wife as Christ is the head of the church, his body, and is himself its Savior.

Greater Works Christian Church recognizes that marriage is the uniting of one man and one woman in covenant commitment for a lifetime. Accordingly, this Church, its pastors, staff, and members will not participate in same sex unions or same sex marriages, nor shall its property or resources be used for such purposes. Greater Works Christian Church reserves the right to identify gender specific restroom facilities.

Relationships

The government of this church is vested in the body of believers who compose it; and is subject to the control of no other ecclesiastical body, but it recognizes and sustains the obligation of mutual counsel and cooperation, which are common among Christ-centered churches.

BENEVOLENT FUND POLICY

1. We believe that God has given us a responsibility to help those who are physically in need.

Jeremiah 22:15 - “Does it make you king to have more and more cedar?

Did not your father have food and drink? He did what was right and just, so all went well with him. He defended the cause of the poor and needy, and so all went well. Is that not what it means to know me? declares the Lord.”

Proverbs 21:13 - “If a man shuts his ears to the cry of the poor, he too will cry out and not be answered.”

II Corinthians 8:1-4 - “And now, brothers, we want you to know about the grace that God has given the Macedonia churches. Out of the most severe trial, their overflowing joy and their extreme poverty welled up in rich generosity. For I testify that they gave as much as they were able, and even beyond their ability. Entirely on their own, they urgently pleaded with us for the privilege of sharing in this service to the saints.”

James 1:27 - “Religion that God our Father accepts as pure and faultless is this: to look after orphans and widows in their distress and to keep oneself from being polluted by the world.”

2. We believe that God will supply what is necessary to meet the needs of those He would have us minister to.

Psalms 112:4, 5, 9 - Even in darkness light dawns for the upright, for the gracious and compassionate and righteous man. Good will come to him who is generous and lends freely, who conducts his affairs with justice...he has scattered abroad his gifts to the poor, his righteousness endures forever; his horn will be lifted high in honor.

Proverbs 28:27 - “He who gives to the poor will lack nothing, but he who closes his eyes to them receives many curses.”

Acts 4:34 - “There were no needy persons among them. For from time to time those who owned lands or houses sold them, brought the money from the sales and put it at the apostles’ feet, and it was distributed to anyone as he had need.”

3. We believe that God has given us guidelines for the distribution to the poor and needy.

a. A needy person’s first responsibility is to try and find work.

II Thessalonians 3:10 - “If a man will not work, he shall not eat.”

b. A needy person’s family has first responsibility to care for the person’s needs.

I Timothy 5:4 - But if a widow has children or grandchildren, these should learn first of all to put their religion into practice by caring for their own family...”

c. We are to do good to all men but especially to believers.

Galatians 6:10 - “Therefore, as we have opportunity, let us do good to all people, especially to those who belong to the family of believers.”

d. We are to help strangers by showing them hospitality and meeting both physical and spiritual needs.

REFERENCES:

Hebrews 13:2 - “Do not forget to entertain stranger, for by so doing some people have entertained angels without knowing it.”

James 2:15-17 - “Suppose a brother and sister is without clothes and daily food. If one of you says to him, ‘Go, I wish you well; keep warm and well fed,’ but does nothing about his physical needs, what good is it? In the same way, faith by itself, if it is not accompanied by action, is dead.”

Matthew 25:31-40 - “The King will reply, ‘I tell you the truth, whatever you did for one of the least of these brothers of mine, you did for me.’” (40)

We will not loan money but each distribution will be a gift.

Luke 6:32-36 - “Lend to them without expecting to get anything back.” (35b)

Based on these beliefs we have developed the Benevolent Fund and this **Benevolent Fund Policy**.

The Benevolent Fund will consist of the free will offerings.

We will strive to help anyone, especially fellow believers, who asks for help. Believing God will supply the necessary funds, the Deacons will not “save for a worse need” and if there are insufficient funds the Deacons will go to prayer to determine if this is God saying “No” or if they should request a special offering to meet the specific need.

These guidelines will be used to help in the distribution of the funds:

1. Have the person strived to work or are they willing and physically able to work?
2. Has the person's family been helping and are they able to help now? If a family is unwilling to help, it is the Deacon's or Trustees' responsibility to do their best to determine why they are unwilling to help.
3. Are we helping people or hindering them in giving them this gift? Is this truly a need or is it more of a convenience for them (*i.e. rather not touch their savings*). We will err on the side of grace if we are unsure about the answer to these questions.
4. If someone, outside of the church, phones in a request, no money will be given unless they come and meet with the Deacons or a representative of the church. After an initial gift is given, no other money will be available unless the people are willing to receive spiritual guidance as well. This is not to limit what God would have us give but to truly give all the help that Christ has available.
5. All distributions will be gifts and not loans. People are free to give back to the fund but that will be of their own free will.

FUNERAL GUIDELINES

Active Members:

- All members, who are active and in good standings with the church, reserves the right to have their funeral at Greater Works Christian Church and the services performed by our Pastor. All Ministries will be on-hand to serve and the church will collaborate with the family in setting the menu & the church will cover the cost of the food.

- All members, who are active & in good standings with the church, will be honored by allowing their immediate family members (child, spouse, father, mother, sister, brother, grandmother, or grandfather) to have their funeral at Greater Works Christian Church. However, it will be the responsibility of the family to cover all cost of the funeral and to visit with our Pastor to see if he is available to perform all services. In the event that the immediate family members are not MEMBERS, then it is at the pastor discretion, not obligation, to perform all services.

Non or Inactive Members:

- Non-active persons who request the use of the church's facilities and services for their funeral will be determined by the availability of the church and the discretion of the Pastor & the Deacon's Council. We are a loving church that tries to meet the needs of the community at large but only within reason and the limitations of our availability. All family members who are not members of Greater Works Christian Church should know that it is not guaranteed that their funeral will be held on our campus.

Funeral Guidelines {in wake of COVID-19}

A. The Church of Greater Works will purpose to serve the family BEFORE their departure from the church to the grave side services. The intent is to minimize the gathering opportunities that may enhance the contraction of potential sickness and disease. This is for the protection of all.

- In the event that we are able to accommodate the funeral request and a member of our church has an event or previous request for the same space & time, then the request of that member will be honored for that day.

(The Deacon Ministry will consider any other needs on a case-by-case basis).

Contribution to Bereaved Church Family Members

This is for the death of an immediate family member of a church member limited to: child, spouse, father, mother, sister, brother, grandmother, or grandfather.

A. \$25, flowers {opt}, and a card will be sent for family with death in town.

B. \$50, flowers {opt}, and a card will be sent for family with death out of town.

CHURCH DISCIPLINE POLICY

MATTHEW 18:12-18

"Today the church faces a moral crisis within her own ranks and her tendency is to be more concerned about what is expedient than what is right." Daniel Wray

Dr. W. Wilbert Welch wrote, "The testimony of the church is no stronger than the collective testimony of the saints in it... If, like the church at Corinth, a church tolerates flagrant sins within, the power of that church's testimony is snatched away."

Since there is blessing to the peacemaker and a promise of Christ's presence among the two or three gathered "in My Name" to solve problems biblically, let us consider the biblical assertions concerning biblical church discipline.

I. WHAT IS THE MEANING OF DISCIPLINE?

A. **BROAD SENSE:** Everything the church does for the believer.

1. Paideia (n), Paideuw (y): Instruction, Education, Training, Correction.

Proverbs 5:12,13; II Timothy 2:24,25

2. Includes: preaching, teaching, prayers, fellowship, ordinances, counseling, admonishing, encouraging.

B. NARROW SENSE: Everything the church does to restore wayward members.

1. A process of restoration. Galatians 6:1; Matthew 18:15-17; I Corinthians 5
2. Exclusion from membership with the goal of restoration.
 - a. Effective as preventative measure.
 - activates the inactive.
 - used to get needy people in counseling.
 - to help people who will not otherwise be helped by usual methods.
 - b. Effective as a restorative measure.

II. WHAT ARE THE MOTIVES OR REASONS WHY A CHURCH EXERCISES DISCIPLINE?

A. NEGATIVE: What excuses are given for not exercising Biblical discipline?

1. "Discipline is not loving."
2. "I have never seen it work--it will turn out wrong."
3. "It may keep some people away from our church."
4. "It has been abused."
5. "We use an inactive list instead."
6. "We do not have time."
7. "I just preach them out."

B. POSITIVE: Reasons for Church Discipline.

1. It was taught by Christ. Matthew 18:12-35; Revelation 2
2. It is a Bible Doctrine. I Corinthians 5; II Corinthians 2,7; Galatians 2:11-14; Galatians 6:1; I Thessalonians 5:14; II Thessalonians 3:6; I Timothy 5:19,20;
3. It has been practiced throughout church history.
4. It is for great benefit in God's plan of restoration
 - a. To what an erring one. II Corinthians 2; Proverbs 28:13; Psalm 32:1,2
 - b. To church that shows concern. II Corinthians 7:11; Matthew 5:9; James 5:20
 - c. To assist those being influenced by erring one.
 - d. To the witness of the church. II Timothy 2:19b; Matthew 5:13-15

III. FOR WHAT MATTERS SHOULD DISCIPLINE BE EXERCISED?

For an unwillingness to repent and show evidence of repentance over:

A. SCANDALOUS CONDUCT.

1. sexual immorality I Corinthians 5:11
2. greedy covetousness I Corinthians 5:11
3. idolatry I Corinthians 5:11
4. slanderer, railer, abusive speech I Corinthians 5:11
5. drunkard (intoxication) I Corinthians 5:11
6. Robber, thief I Corinthians 5:11
7. Lazy sponger II Thessalonians 3:6, 11, 14

B. FALSE DOCTRINE Galatians 1:8, 9; Titus 3:10,11; Romans 16:17

C. DEVISIVENESS, UNRECONCILABLE SPIRIT Matthew 18:15-18; I Corinthians 5:11

While there is room for differences within a church (a church is a place where people are growing) a divisive spirit is contrary to the believers responsibility to his brother. I John 2:9-11, 3:11,18, 4:11

NOTE: A person is never excluded for the offense alone, but because he refuses to repent and show genuine fruit of change. If he responds to God's Word, he is to be forgiven, received and helped. Matthew 18:21-35; II Corinthians 2

IV. WHAT ARE THE BIBLICAL METHODS OR STEPS TO BE FOLLOWED?

A. CAREFUL PREPARATION

1. The Church lacks of thorough Biblical teaching is probably the greatest cause:
 - * the abuse of church discipline
 - * the neglect of church discipline
2. The personal life of the one seeking to restore
 - a. examination of self: Matthew 7:3-5; Galatians 6:5
In Matthew 18:8,9 self-discipline precedes church discipline.
 - b. consideration of offending brother
 - 1) willingness to forgive him essential. Romans 12:19
 - 2) let offense show the need I John 4:11
 - 3) our motive is his good Acts 20:31
 - 4) timing is important Proverbs 15:23; Ephesians 4:26,27
 - 5) attitude of humility Galatians 6:1
 - 6) accompanied by prayer

B. PRAYERFUL APPLICATION OF SCRIPTURAL STEPS

"If thy brother commit a sin." Matthew 18:15; Galatians 6:1 (growth and fellowship is being hindered)

1. GO TO HIM ALONE, NOT to the pastor first, NOT to the deacons first. If he repents, it is laid to rest. If he does not:
2. The pastor, a deacon, or church member with particular maturity and help in the area of the offense goes the second time seeking restoration.
If he repents, it is laid to rest, if not, the deacons hear it and:
3. "Tell it to the church."
"This power was vested in the church, and not in some officer presiding over that church. The bishop or pastor was not reprov'd for neglect of church discipline, but the church itself in its organized capacity." (Charles Hodge) I Corinthians 5:2
4. If there is still no genuine repentance, then the member is **excluded** from church membership.

Although the underlying requirement to show love and a forgiving spirit make it reasonable to state that even in cases of offenses committed publicly it is best, if possible, to follow the steps of **Matthew 18:15-17** first. However, offenses committed publicly must be confessed publicly. When the interests of the church demands, **Galatians 2:11-14** method may be required.

(See Hendricksen, New Testament Commentary on Matthew 18:15)

Christ enjoins us to cover (*not expose*) the faults of brethren as far as it lies in our power. This is not without exception, however, since Christ is here dealing with a private offense. In I Timothy 5:20, if any man shall offend against the whole church Paul enjoins that he be publicly reprov'd so that even the elders shall not be spared.

V. MANNER OF TREATMENT AFTER EXCLUSION

A. While excluded: **THIS IS A CRITICAL POINT!!**

1. The goal of all relationship from that point is only for restoration.

Although he is prayed for and loved in hopes of restoration, a relationship is only for this purpose (*except for family members, of course.*)

* Matthew 18:17 - Let him be as the heathen and publican.

* I Corinthians 5:11 - with such an one, not to eat.

* II Thessalonians 3:15 - Count him not as an enemy but admonish him as a brother.

2. NOTE: It is the duty of the whole church to be involved in "saying the same thing" and thereby lovingly putting the white corpuscles of the body together to heal the affected part. No individual believer should be so unloving as not to participate in the collective act in behalf of restoration of the offending one and in harmony of the body.

3. According to Matthew 18:15-19 the body has simply acted in accordance with God's Word...that which has already been bound and loosed in heaven. When one does not respond to the Word as a believer and the church mobilizes to say that through prayer and church discipline, what God has already bound in heaven, He will enforce through the discipline of the body. The "Conviction of God" works through the Word and the local-body's agreeing with that Word.

4. He has been "delivered over to Satan" or excommunicated.

* Christ reigns in the church through His Word.

* Satan reigns outside the church. (I Corinthians 5:5)

* The goal is that the flesh (lusts) be destroyed and the Spirit once again rule.

B. When restored: Forgive, receive, love, help, instruct -- Matthew 18:21-35; II Cor. 2:6-11

VI. THE MANIFESTATIONS OF BIBLICAL DISCIPLINE

* What happened when the Corinthians obeyed Paul's (God's) instructions?

A. For the offending man (II Corinthians 2:6-7)

B. For the church at Corinth (II Corinthians 7:9-11)

VII. BETTER MATURING OF THE SAINTS PREVENTS SAME CORRECTION.

A. Through evangelism.

B. Faithful Bible preaching. - Strong in doctrine and practical application.

C. Effective follow-up.

D. Nouthetically dealing with problems.

SUGGESTED STATEMENT ON RESTORATION OR DISCIPLINE OF MEMBERS

1. Members are expected to demonstrate special loyalty and concern for one another (I John 3:16; John 13:34, 35). When a member becomes knowledgeable of an offense of the magnitude to hinder spiritual growth and testimony, he is to go alone to the offending party only after self-examination and rectification (Matthew 7:3) always in a spirit of humility and with a goal of restoration (Matthew 18:15-18; Galatians 6:1). Each member is to endeavor to make reconciliation quickly (Matthew 5:23-25a; Ephesians 4:29-32).

2. If reconciliation is not reached, a second member, usually a deacon or pastor, is to accompany after following the same procedure of self-examination and in a spirit of humility and restoration.

3. If still unresolved, the pastor and deacons, as elected servants Biblically responsible to put down murmuring (Acts 6), must hear the matter. If the matter remains unresolved, they must recommend to the church that we, as individual church members, examine our own lives concerning this area of offense and then participate in prayerful, loving, and fervent effort to restore, and if still unresolved, exclusion of such member or members who refuse to be restored.

No matter or offense may be heard unless previous Biblical steps have been followed except for public offenses when public repentance and restitution is required. (This must be reviewed beforehand by the pastor and deacons who are responsible to see that it is Biblical and for the glory of Christ and for the edification of the saints).

No information concerning parties not under discussion may be heard. No information concerning parties who have repented may be heard. No member may be excluded where there is genuine fruit of repentance evidenced. When the unrepentant, offending party is excluded from the membership and the Lord's table, all relationship with him from that point is for the purpose of restoration (Matthew 18:17; I Corinthians 5:11; II Thessalonians 3:15).

GREATER WORKS CHRISTIAN CHURCH ARTICLES

ARTICLE I

Preamble, Church Name and New Members Orientation:

Preamble

We declare and establish this constitution to preserve and secure the principles of our faith, and to govern the body in an orderly manner. This constitution will preserve the liberties of each church member and the freedom of action of this body in its relation to any other churches.

Name and location *{amendment}*

The name of this organization shall be the Greater Works Christian Church, located at 3 venues:

- i. Headquarter Campus: 3517 Asher Ave. in Little Rock Arkansas.
- ii. Houston Campus: 3831 W Fuqua St. Houston Texas.
- iii. Malvern Campus: 1721 Martin Luther King Jr. Blvd. Malvern Arkansas.

New Members Orientation *{Necessity}*

- A. New church members must complete new members orientation. After completion of orientation, they will be given the right hand of fellowship, giving them limited rights and privileges of any of the members. Voting rights are not allowed until 90 days after the completion of new members orientation. {See Articles on Membership}.

ARTICLE II

Purpose

We purpose to meet together to prayerfully equip and encourage believers of Jesus Christ, through the preaching and teaching of God's Word, to go and share Christ to the unsaved faithfully, while being conformed to the likeness of Jesus Christ.

ARTICLE III

Doctrine

See Membership Manual

ARTICLE IV

Associations

We recognize the autonomy of the local church and that Christ is the sole Head over the church; but further acknowledge the need to strengthen the bonds of Christian fellowship and stand together in these days of apostasy with those of like faith and practice.

ARTICLE VI

Membership

Section A. Present Membership

All whose names appear upon the rolls of this Church are members, but only those who appear on the Active and Watch-care Lists are considered in good and regular standing. The Watch-care List primarily consists of non-local college students and missionaries, deployed military personnel, and the homebound. The members on the Watch-care List will not be included in the total membership count when calculating for a Business Meeting quorum.

As a member is delinquent from the services of this Church for a period of SIX (6) months, without giving just cause during spiritual counsel (thus violating their covenant obligations), he/she may be placed on the Inactive List. The one being in question shall be moved by action of the Deacons and dully informed of this action. To be restored to the active status, he/she must meet with the Deacons and fulfill their recommendations. Those who fail to give satisfactory reason for their absence may be removed from the Membership Roll after six (6) months on the Inactive List.

Section B. Reception of Members

Par. a. Those individuals desiring to unite with this Church shall declare their desire to the Pastor or appointed officer(s). The Pastor and Deacons shall then examine and instruct the candidate on the duties of membership

Par. b. Individuals may become candidates of this Church in one of four ways: (1) by Baptism; (2) by Letter from another church of like faith; (3) by Statement of Christian experience; (4) by Restoration.

Par. c. The candidates to become members of this Church shall:

- (1) have received and confessed Christ as their Savior, and
- (2) have been Scripturally baptized, and
- (3) have appeared before the Pastor and Deacons

Section C. Duties of Members

It will be expected of each member that they shall pray for and respect the Pastor (as a person and shepherd of the flock) and officers of the Church; cooperating with them to the best of their ability for the advancement of the ministry. They will be expected to abide by the Constitution and By-Laws of the Church, and believe the Statement of Faith.

All members are enjoined to abstain and avoid all worldly practices and associations which are detrimental to the honor of Christ and His Church. All things which have for their purpose the exaltation of the flesh, the excitement of the lusts, and the appeal to the pride are in opposition to the revealed will of God (I Thessalonians 5:6-23). Christians are exhorted to honor Christ and His Church.

Section D. Voting Qualifications

Only those members above eighteen (18) years of age, whose names appear on the Active List, are qualified voters, except in the election of Deacons, incurment of debts, disposition or acquisition of property when the voting age shall be twenty-one (21).

Section E. Dismissal of Members

Dismissal shall be by letter, discipline, or death.

Par. a. Any member in good and regular standing may receive a letter of transfer sent to another church of like faith and order. This letter is valid for six (6) months.

Par. b. Any member may, at his own request, be given a letter of dismissal to unite with another church.

Par. c. Members failing to support the Church by their attendance within a period of six (6) months, without legitimate excuse (such support and excuse to be defined by the Deacons), may be dropped from the Inactive Membership List. (Note Article VI, Section A). Final action will be taken by the Church upon recommendation of the Deacons.

Par. d. All disorderly members shall be dealt with according to the New Testament procedure as recorded in Matthew 18:15-17; 2 Thessalonians 3:6-15; and Titus 3:10; and governed by the Article of Faith. The Board of Deacons shall examine each situation and make a suitable recommendation to the Church for final action. A two-thirds (2/3) majority of members voting will constitute the dropping of such a one from the roll.

Par. e. It shall be deemed proper to issue letters at any business meeting of the Church.

ARTICLE VII

Section A. Servant Leaders

Roles & Responsibilities of Church Leaders

- a. Senior Pastor, Deacons, Trustees, Interim Pastoral Leadership, Church Staff, and Moderator.

Section B. Pastors

Par. a. The Pastors shall be elected for an indeterminate term. He shall be chosen by three-fourths (3/4) vote of the qualified Church voters present and voting upon the recommendation of the Senior Pastor.

(1) Each candidate shall be voted upon at the mid-week prayer service.

(2) Only such a man as is fully qualified by Christian character, ability, and education,

at the discretion of the Pulpit Committee, shall be a candidate for Pastor of this Church (1 Timothy 3:1-7).

(3) The candidate shall agree with and abide by the Articles of Faith.

Par. b. The Founder/ Senior Pastor shall give the Church a notice in writing of sixty (60) days prior to his intention to discontinue as a Pastor. The Church by default will accept the predecessor into the role of the Senior Pastor to continue the work of the ministry. The term of office may be ended by mutual consent if it is the will of the Predecessor not to accept the role. At that time, the church will host a meeting conducted by the special-selected Moderator nominated by the Founder to declare the Pulpit Vacant and the nomination of a search committee to search the country for the next Senior Pastor of Greater Works Little Rock. All other campuses fulfillment of the campus pastor role will come from the Senior Pastor and/or Founder of the Greater Works Christian Church.

Par. c. The Pastor shall be considered the administrator and have spiritual oversight of this democratic congregation. He shall preach the Gospel; shall have in their charge the stated services of public worship, shall administer the Ordinances; and perform the usual duties of an ordained minister (calling, etc.). The Pastor shall be a regular member of the Deacons, and members' ex-officio of all other committees of this Church.

Par. d. Senior Pastor

The Senior Pastor shall be a leader who meets all of the qualifications described in 1 Timothy 3:1-7. Failure to adhere to the dictates of 1 Timothy 3: 1-7 (KJV) shall result in disciplinary action as outlined in Article 4, Section 2.

The Senior Pastor is responsible for leading the church as a New Testament church. The Senior Pastor is the leader of Pastoral ministries and shall preside over church meetings. The Senior Pastor shall collaborate with the Deacons Ministry, Board of Trustees, and other ministry leaders and church staff to:

- Lead the church in the achievement of its mission.
- Proclaim the gospel to believers and non-unbelievers.
- Care for the church's members and other persons in the community.

The Senior Pastor shall serve until such time as the relationship is severed. In the event of the Senior Pastor's long-term absence, a committee made up of the First Lady, Chairman of the Deacons Ministry, Vice Chairman of the Deacon Ministry, and the chairperson of the Trustee Board may present an Interim Pastor to serve the church.

Section C. Deacons

Board of Trustees

The Board of Trustees shall consist of seven qualified members and report to the Senior Pastor and Greater Works Christian Church.

Qualification for the Board of Trustees:

Is not limited to be a member of Greater Works Christian Church. They must be approved by the Senior Pastor and Deacons in order to be appointed. All members, beyond 6 months of joining can become a member of this Board. They must be mature in faith and willing to assist the Senior Pastor in serving the congregation of Greater Works Christian Church across ALL campuses. *{listed below the Preamble}*.

Functions of the Board of Trustees

- Serves as a fiduciary under the direction of and on behalf of the church body.

Trustees act as directed by the church. If trustees act without church authority, they become personally liable for their actions. At the will of the body, they shall have the power to buy, sell, mortgage, lease or transfer church property. They are the signatories for all legal documentation.

- The Trustees shall maintain an inventory of all church property and documents such as deeds, loans, contracts, etc.
- Develop, disseminate, and update GWCC policies.
- Create for approval and manage the GWCC budget. Trustees shall manage all funds with sound money management strategy.

No active Trustee shall be employed and/or contracted by Greater Works Christian Church.

Quorum and Voting of the Board of Trustees A Quorum is necessary to conduct the business of the Board and requires a majority of the members of the Board of Trustees to be present. A simple majority vote is required for the adoption of any motion.

Meetings of the Board of Trustees

The Trustees shall meet monthly and for any special call meetings of the Board, when necessary or expedient. Meetings shall be called by the Senior Pastor or the Chairperson of the Board. In the absence of the Chairperson, the Vice-Chairperson may call a special meeting when necessary or expedient.

Nomination, Appointment and Affirmation of Trustees

All appointees to the Trustee Board shall come from the Senior Pastor. Nominees for Trustee shall be presented before the congregation for affirmation. The Senior Pastor shall nominate the initial board. In addition, the initial Trustee Board shall begin with staggered terms of one, two, and three years, consisting of at least three members.

Term of Trustees

All Affirmed Trustees shall serve in their governing position for up to 10 years. A Trustee may be appointed for two (2), five-year terms. A Trustee may be removed for unfaithfulness or unfitness in service. The initial term will not count towards the 10-year term limit. For Discipline and dismissal procedures, refer to Articles.

Officers of the Board of Trustees

Chairperson of the Board of Trustees

Chairperson of the Board of Trustees shall be appointed by the Senior Pastor, from the pool of affirmed Trustees. The Chairperson shall preside over all meetings of the Board.

Vice-Chairperson of the Board of Trustees

The Senior Pastor shall appoint the Vice-Chairperson of the Board of Trustees. The Vice-Chairperson shall preside over the meetings of the Board in the absence of the Chairperson.

Secretary of the Board of Trustees

The Senior Pastor shall appoint the Secretary of the Board of Trustees. The Secretary shall be responsible for preparing and maintaining the written records, resolutions, and minutes of the Board. The Secretary shall preside over meetings of the Board in the absence of the Chairperson and Vice-Chairperson. The Secretary of the Board of Trustees is authorized to sign all deeds, documents, legal contracts, and agreements. The Secretary may coordinate with the Church Clerk.

Treasurer of the Board of Trustees

The Treasurer of the Board of Trustees shall be appointed by the Senior Pastor and shall preside over meetings of the Board and Church in the absence of the Chairperson, Vice-Chairperson, and Secretary. The Treasurer may provide oversight, and support management in all financial matters. The Treasurer shall be responsible for the financial statement and presentation to the Board of Trustees and the congregation. The Treasurer shall be responsible for properly recording, reporting, a signature authority on checks, and safeguarding the church's funds. The Treasurer shall be responsible for accurately accounting for all church income streams. All real estate transactions that involve the purchase, sale, or lease of properties shall require a 7 (seven) day notice to the congregation prior to execution.

Deacons' Ministry

Purpose and Duties of Deacon Purpose and Duties of Deacon:

The purpose of the office of the Deacon is to assist the Senior Pastor in serving the needs of the members of the Church. Deacons function to assist in providing care for the flock and other community persons and assist with leading the Church to achieve its mission.

Qualifications of Deacons

Qualifications of a Deacon shall be in accordance with the guidelines established in 1 Timothy 3:1- 7 and Titus 1:5-9 A Deacon must have a reputation which is above reproach, be the husband of one wife, temperate, prudent, respectable, hospitable, and able to teach, not be addicted to strong drink, not quick tempered, and not be contentious. A Deacon must be free from the love of money, a good manager of his household, a lover of what is good, a just and devout man, and he must not be a new convert to the Faith.

The Senior Pastor, as deemed necessary, shall present to the church men who meet the qualifications of a Deacon as prescribed in scripture Acts 6:3-8 and 1 Timothy 3. Upon the church's approval, these men shall be placed in training. After extensive training, the Senior Pastor shall ordain these persons for the full work of the ministry. There is no obligation to constitute as an active Deacon a person who comes to the church from another church where he has served as a deacon.

Deacon Selection and Terms

Members selected and affirmed by the Church shall serve permanently. However, should the time ever come when a deacon falls out of fellowship with the Church, loses interest in the work of the Church, or whose conduct becomes such as to bring reproach upon the Church, the Deacon is expected to resign voluntarily. However, if the Deacon does not resign, the Senior Pastor may ask for his resignation, or the Deacon's ministry can ask for a resignation by majority vote. See Articles for Discipline and Dismissal.

Deacon Emeritus

Should an ordained Deacon, in good standing with the church, become unable to perform his duties as a Deacon may be moved to Emeritus status by the recommendation of the Chairman, Vice Chairman, and Secretary of the Deacon's Ministry and affirmed by the Senior Pastor.

Deacon Leadership

It shall be the duty of the Deacon's Ministry leader to oversee the purpose and efforts of the Deacon's ministry as biblically prescribed. The Deacon's Ministry leader shall be appointed by the Senior Pastor and serve no more than three (3) years. The Deacon's Ministry leader shall appoint a Vice Chairman to assist the chairperson in the efforts of the ministry. The Vice Chairman shall preside over the Deacons' meetings in the absence of the Deacon's Ministry leader. The deacons shall be organized as a ministry, elect officers to serve, these officers consist of the following positions:

Deacon Chairman

Chosen by the Senior Pastor, this person serves as the motivational and organizational leader of the deacon ministry. His duties include, but are not limited to the following:

- Plans and conducts all meetings of the Deacons Ministry.
- Leads the deacons in becoming an effective ministry team and assist the Pastor with membership responsibilities.
- Lead by providing deacons with adequate training and resources for doing their work.
- Act as a liaison between the deacons and other church ministries.
- Work closely with the Senior Pastor and Church Staff to facilitate an effective ministry partnership.
- Report regularly to the church on the work of the deacons.
- The Chairman shall serve no more than three (3) consecutive years.
- Work with Deacon Vice-Chairman to identify deacon committees.

Deacon Vice-Chairman

The Chairman of the Deacon Ministry selects the Vice-Chairman. Duties include, but are not limited to the following:

- Conduct Deacons' meetings in the absence of the chairperson.
- Assist the chairperson in planning and executing his responsibilities.
- Assist the chairperson in developing ministry plans.
- Collaborate with the Deacon Chairman to identify deacon committees.

Deacon Secretary

Selected by the Chairman and Vice Chairman of the Deacon Ministry, the duties of the Secretary include, but are not limited to the following:

- Keep accurate minutes of deacons' meetings and records of deacon ministries.
- Collaborate with the New Members Committee and the Membership Care Services Director in maintaining membership records, records of deacon membership rotation and deacon ministry reports in coordination with the Church Secretary.
- Prepare official correspondence for the Deacon Ministry.

Interim Pastoral Leadership

In the event of resignation or termination, of the Senior Pastor, the Chairman of the Deacons Ministry, in consultation with the Vice Chairman of the Deacons Ministry, and Chairperson of the Trustee Board, will invite staff pastors, ministers or an interim pastor to carry out the pastoral duties, i.e., Ministry of the Word, Membership Care, pulpit management, staff management, etc., until the return or selection of a new Senior Pastor.

Church Staff

The Senior Pastor shall hire such staff members as the Church shall need. All staff members report to the Senior Pastor. All affairs of the church staff are referenced in the GWCC Employee Handbook, which shall be reviewed annually by the Board of Trustees. All staff must sign and adhere to the Employee Handbook, Code of Christian Conduct, Conflict of Interest Statement, and Harassment Policy annually.

Church Business Meetings Moderator

The Senior Pastor shall serve as the moderator of all church business meetings. In the absence of the Senior Pastor, the Chairman of the Deacons Ministry shall preside; or in the absence of both, the Vice Chairman of the Deacons Ministry shall call the church to order and preside. In the absence of a Senior Pastor, and when there is a need for unbiased leadership and/or advisory, the Deacons Ministry may request outside moderation. In addition, a parliamentarian shall be present.

Addition XII. Board of Directors {Team GRACE {5} – Little Rock Campus}:

- A. This board of directors will assist the Senior Pastor in administration of the ministry and communicate to other campuses as needed in his assigned stead. This team of helps will consist of:
 - a. **Chairman of Deacons** – as *defined in Articles*.
 - b. **Executive Director** – oversees the financial management of all campuses that are connected through our merchant systems. Bookkeeping, monthly counter's scheduling, and working with the finance manager for budget direction, accounts transfers, banking, online-banking management, etc.....
 - c. **Ministries Director** – oversees the ministries of the church with monthly management and communications to ministry servants. Host ministry meetings, quarterly, with reports, corrections, logistics and feedback to the Senior Pastor and appointed leadership.
 - d. **Membership Director** – oversee new members orientation, class scheduling, connect to working in ministry, membership roster reporting and manage the Inactive List, with the help of the deacons and their wives to assure membership accuracy and accountability.
 - e. **Office Manager** – oversee daily operations in the office. Manage inventories, communications to the church and receive communications from the congregation. Oversee internal upkeep and reports to chairman of deacons and Senior Pastor of any and all facility needs in a timely manner.

FINANCE COMMITTEES

Church Committees

The church reserves the right to appoint committees for dedicated events and purposes. The committee is terminated upon completion of the committee's obligation.

Finance Committee

The Finance Committee shall be responsible for all monies collected. The Finance Committee shall consist of the Treasurer of the Trustee Board, Business Operations Manager, appointed Church Accounting staff and selected volunteers. All members of the Finance Committee are required to maintain strict confidentiality of all members' contributions. A breach of confidentiality by any member of the Finance Committee shall result in exclusion from the Finance Committee.

Audit Committee

The Audit Committee assists the Board of Trustees in its general oversight of the Church's accounting and financial reporting processes, audits of the financial statements, internal control, and audit functions.

Constitution Review Committee

The Senior Pastor, or Chair of the Deacons ministry in the absences of a Senior Pastor, shall appoint the members of the Constitution Review Committee. The committee shall be comprised of two Deacons, two Trustees, and five lay members and shall meet every two years.

FINANCE COMMITTEES

Church Finances

Church Budget

An annual budget will be presented by the Board of Trustees and voted on by the church. A biannual budget report shall be given to the church to those members present at the BiAnnual Business Meeting.

Calendar Year

The church will use the calendar year as a basis for accounting. All year-end proceedings will begin the fourth quarter of the fiscal year so that adequate preparations can be made to begin the next fiscal year.

Church Audits

The Board of Trustees must review both internal and external audits. Internal audits may be conducted annually. External audits will be conducted every three (3) years by an outside accounting firm.

Amendments

Amendments to this constitution and bylaws may be presented at any business meeting of the church; provided the proposed amendment be available to each member and written copies are available upon request. Amendments to the constitution shall be by two-thirds ($\frac{2}{3}$) vote of all members of the church present and entitled to vote.

Indemnification

The Church shall indemnify the Senior Pastor, Deacons, Board of Trustee members, or Staff for expenses and costs (*including reasonable attorney's fees*) actually and necessarily incurred in connection with any claim asserted against such person, by action in court, or otherwise by reason of said person's being or having been the Senior Pastor, Deacons, Board of Trustee members or Staff, except in relation to matters as to which said person shall have been adjudged guilty of gross negligence or intentional misconduct with respect to the matter in which indemnity is sought; provided, however the indemnification provided for in this section shall be subject to any applicable statutory restrictions.

The Church, by resolution of the Board of Trustee adopted by a majority of its members, may, under comparable terms and limitations, indemnify employees and agents of the Church with respect to activities within the scope of their service.

Harassment Clause

- A. Our harassment policy is to ensure that everyone in the community of faith knows where the line is and what the consequences are when the line is crossed. Members and guests shall not engage in any abusive or harassing behavior, either verbal or physical, or any form of intimidation or aggression directed at other members, guests, occupants, invitees, or directed at church management, its agents, its employees, or even vendors.

Fired or Employee Termination Clause

- A. If a male or female who is employed or contracted by the church is in violation of the scriptures concerning being {effeminate – with reference to a man: having characteristics and ways of behaving traditionally associated with women and regarded as inappropriate for a man} and likewise the same {concerning a woman as well who would be in violation of having characteristics and ways of behaving like a man:
 - a. **1 Corinthians 6:9** “Know ye not that the unrighteous shall not inherit the kingdom of God? Ne not deceived: neither fornicators, nor idolaters, nor adulterers, **nor effeminate**, nor abusers of themselves with mankind....”
- B. They shall be fired {*terminated, let go*} or the contract cancelled as an endangerment to the beliefs and in violation of the Scripture. The church, Greater Works Christian Church, reserves the right to reject all services and persons who practice such behaviors.
- C. If any job is incomplete, it will be agreed that the services and the rendered funds either be finished by agreement or come to an abrupt end.

Section D. Clerk

Par. a. The Clerk shall be elected annually at the Annual Business Meeting.

Par. b. The Clerk shall have charge of all records, minutes of regular and special business meetings of the Church; handle all letters of transfer and dismissal as authorized by the Church; and any correspondence necessary to the fulfillment of the duties of the office. The Clerk shall maintain the Membership Roll of the Church in good order and with the assistance of the Pastors and Deacons, keep the Membership Roll up to date as provided in the constitution.

Par. c. The Clerk shall certify annually, to the bank, the names of officers who are authorized to have access to the safety deposit boxes and to sign the checks for disbursement of funds.

Par. d. Upon his/her retirement or removal from office, he/she shall deliver to his/her successor or the Chairman of the Board of Deacons all records, files and/or other papers belonging to the Church, and shall present the same with all contents complete to the date of surrender of such documents.

Section E. Financial Secretary

The Financial Secretary shall be elected for a term of one (2) year. He/she shall keep an accurate record of all money received through the envelope system; and assist the Treasurer in counting and recording all monies received at Church services. Those using the envelope system shall be given an annual statement of their gifts by the Financial Secretary upon request.

Section F. Treasurer

The Treasurer shall be a paid position and not subject to election. He/she shall, however, be subject to review by the Deacons and Pastors; and be subject to dismissal for cause. He/she shall keep an accurate record of all monies received and the disbursement of the same. The Treasurer shall also provide the Church with monthly, quarterly, and annual reports of the financial condition of the Church; and any other duty agreed upon by the Pastors and Deacons.

Section G. Sunday School Superintendent

The Sunday School Superintendent(s) shall be elected for a term of two (2) year. Along with the Senior Pastor, or his designee, he/she shall have general supervision of all Sunday school activities.

ARTICLE VIII

Committees

Section A. Nominating Committee

This Committee shall be composed of the Deacon Board plus two (2) members elected from the Active Church Roll. They shall submit a list of nominees for all offices to be filled at the Annual Business Meeting. This list shall be posted two (2) weeks prior to the Annual Meeting having had the approval of each nominee. (This list shall not prohibit nominations from the floor providing the individual has been contacted and will accept the nomination.)

Section B. Pulpit Committee

The Pulpit Committee shall consist of the Deacon Board and two (2) members elected from the Active Church Roll. It shall be the work of this Committee to seek out men for consideration and possible candidates for Pastor of this Church. (*If at all possible, this Committee shall seek to hear the men in their own pulpit before further investigation.*) Such men shall be asked questions pertaining to their qualifications, doctrine, experience, education, personal and business references.

Bathing each step in prayer and trusting God to work through circumstances, the Committee shall invite the man whom they feel the Lord is directing to consider as a possible candidate. After preaching in the morning worship service and personal interview with him in the afternoon, the committee shall then decide if the man in question is to be presented to the Church as a candidate at the evening service. Each man presented shall be voted upon individually (cf. Article VII, Section B, Par. a.).

Section C. Miscellaneous Committees

Other committees and persons to serve may be appointed by the Pastor and Deacons (Article VII, Section C., Par. b. (9)) such as: Advertising, Flower, Music, Hospitality, Transportation, etc., as the need arises. Each chairman will be instructed as to his/her duties and shall give reports to the Church as instructed by the Pastors and Deacons. Building and/or Building Financial Committees, if needed, shall be elected by the Church.

ARTICLE IX

Ordinances

Section A. Baptism

Those professing saving faith in Jesus Christ as personal Savior shall, by a Pastor, or some ordained person authorized by the Church, be immersed in water in accordance with the Scriptural teaching (Matthew 28:19; Romans 6:3-5). A believer's Baptism shall be prerequisite to church membership.

Section B. Lord's Supper

The Lord's Supper (Communion) shall normally be served to the assembled Church by the Pastor (or some person(s) designated by the Church) and Deacons (Romans 6:3-5). Since it is the Lord's Table, the Pastor shall frequently state the Scriptural order, which places Baptism as a prerequisite to Communion, and shall explain the meaning of the ordinance (1 Corinthians 11:17-34). The materials used shall be unleavened bread and grape juice.

Section C. Foot-Washing

Foot-washing shall normally take place once a year during a Church Conference held for members only. This will be observed for the purpose and gauge of keeping unity and oneness among the body; despite new converts and the joining of members from other affiliation becoming a-part of the local body.

ARTICLE X

Meetings

Section A. Public Worship

Par. a. Public worship services shall be held regularly on the Lord's Day. These services shall not normally be given to anything but the preaching of the Word and the Worship of the gathered assembly any special presentation shall be approved by the Pastor.

Par. b. At least once a month, there shall be a meeting for prayer and praise.

Par. c. It shall be the practice of this Church to observe the Lord's Supper at least once a month, normally on the first Sunday.

Section B. Business Meeting

Par. a. The Annual Business and Corporate Meeting of the Church shall be held on or about the first Saturday of the month of February. At this meeting, each area of ministry shall make a written report. Election of officers, by closed ballot, will take place. Any other proper business shall be brought before the congregation.

Par. b. Quarterly meetings shall normally follow the Monday after the last month of the quarter. (as per Article VIII, Section A, B, C.)

Par. c. Special Business Meetings may be called at any time, provided public notice be given of the same on the Lord's Day preceding; except that those for calling or dismissing a Pastor and/or Deacon

Corporate Business Meetings

shall be given public announcement for three (3) preceding Sundays. At all meetings, thirty (30%) percent of the qualified membership shall constitute a quorum. Routine business may be transacted when necessary at any stated meeting of the Church without special announcement. Special meetings may be called by a Pastor, the Board of Deacons, or any ten (10) Active Members of the Church who request such of the Clerk, providing the particular object, or objects, of the meeting is clearly stated in the notice.

Par. d. The Senior Pastor, his appointee, or in his absence anyone whom the Board of Deacons may select, shall serve as moderator at all business meetings of the Church.

Par. e. All public gatherings arranged under the auspices of this Church shall be first approved by the Deacons.

Par. f. The ordinary rules of deliberate assemblies shall be observed in the transaction of business. (Consult Parliamentary Law, Gregg.)

ARTICLE XI

Finances

Section A.

The Fiscal Year shall begin on January 1 and end on the following December 31.

Section B.

No financial obligation shall be placed upon the Church either as a mortgage, note, or outstanding bill, or in any other form unless money is in hand to meet the same, except as stated in Article VII, Section C., Par. b. (2), or by Corporate Act of the Church.

ARTICLE XII

Missions

It shall be the policy of this Church to support only missions engaged principally in New Testament evangelism. They shall be known to be in hearty agreement with our Confession of Faith, both in doctrine and practice. The Pastor and Deacons shall make recommendations to the Church as to missionary support and projects.

ARTICLE XIII

Auxiliary Organizations

No organization of the Church shall engage in any practice or hold any policy contrary to the general position of the Church itself. All regular officers, teachers, and counselors shall be Active Members of the Church. Any organization that is felt needed must be recommended by the Deacons. Literature for such shall be recommended by the Christian Education Committee and approved by the Deacons.

ARTICLE XIV

Amendments and By-Laws

This Constitution may be amended by a two-thirds (2/3) vote of the members present at any Annual Business Meeting, or at a called Business Meeting, providing that notice of proposed amendment shall have been given from the pulpit for two (2) Sundays prior to the meeting at which action is desired.

The Church may adopt from time to time such By-Laws in amplification hereof as may be necessary or desirable by two-thirds (2/3) vote of members present and shall provide therein for amendment of the same.

Word/Policies & Procedures/Constitution 2012

Approved _____ / g.w.c.c

.....

MEMBERSHIP COMMITMENT FORM

I, _____, have read the Statement of Faith and I am in agreement with it and all the policies and articles in the constitution and By-Laws of our church.

(check)_____ I have obeyed the Lord in Believer’s Baptism.

(check)_____ I embrace the operations, both spiritual and organizational of this Church..

Signed _____

Phone Number _____

Please place this form in the offering plate, hand it to an usher or Deacon, or mail it to the church office.

Thank you.