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 **BY-LAWS OF LOUISIANA CONGREGATIONAL MINISTRIES OF THE CHURCH OF GOD, INC.**

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**BY-LAWS OF LOUISIANA CONGREGATIONAL MINISTRIES**

 **OF THE CHURCH OF GOD**

***ARTICLE 1 Name***

*SECTION 1.* The name of this corporation is LOUISIANA CONGREGATIONAL MINISTRIES OF THE CHURCH OF GOD INC., hereafter referred to as LCMCOG.

***ARTICLE 2 Purpose and Missions***

*SECTION 1*. The mission of Louisiana Congregational Ministries of the Church of God is to promote growing, healthy, vibrant congregations and pastoral leadership in the Church of God in Louisiana.

*SECTION 2.* Our vision is to inspire our congregational churches to carry out the Great Commission and the Great Commandments in their communities across Louisiana in order to expand the Kingdom of God.

***ARTICLE 3 The Affiliation***

*SECTION 1.* Louisiana Congregational Ministries of the Church of God is an affiliate of the General Assembly of the Church of God which maintains executive offices in Anderson, Indiana.

***ARTICLE 4 The Structure (See Organizational Chart)***

***ARTICLE 5 Membership***

*SECTION 1*. Members of the LCMCOG with voting privileges shall be as follows:

 A. All approved ministers on the Approved List of Credentials Ministry Team.

 B. One lay-delegate from each congregation on the Approved List of the Credentials

 Ministry Team.

 C. All persons ratified or appointed to Ministry Teams or committees who are not on the

 approved list of ministers or lay-delegates.

***ARTICLE 6 Officers of the General Assembly of LCMCOG***

*SECTION 1.* The officers of LCMCOG shall consist of Chairman, Vice-Chairman, and Secretary. These persons also serve as Chair, Vice-Chair, and Secretary of the Ministries Council. These officers shall be ratified by the General Assembly at the Annual Business Meeting.

*SECTION 2.* Terms of Office

The positions of Chairman, Vice-Chairman, and Secretary shall be a one-year office.

*SECTION 3*. Duties of Officers

A. The Chairman shall preside at all meetings of the members of LCMCOG and shall perform all such duties as are customary to that office. This person shall also serve as chairperson of the Ministries Council of the LCMCOG.

B. The Vice-Chairman shall perform all duties of the Chairman in the event of his/her absence or inability to act. The Vice-Chairman shall also serve as Vice-Chairman of the Ministries Council of the LCMCOG.

C. The Secretary shall serve as the recording Secretary for all meetings of the LCMCOG, and for all meetings of the Ministries Council.

***ARTICLE 7***

***Ministries Council of LCMCOG***

*SECTION 1.* Qualifications

A. Persons qualified to serve on the Council must support the state leadership and commit to attending the regular and special meetings of the Council.

 B. Members shall be selected on the basis of gifts, skills, and experiences.

 C. Each Council member shall be a participating member of LCMCOG Ministries and in

 good standing in a local congregation. Each member must support the vision, mission, and

 values of LCMCOG.

*SECTION 2.* Membership and Terms of Office

A. The Ministries Council of LCMCOG shall consist of fourteen (14) ratified members including the LCMCOG officers. This includes the General Assembly Officers, ~~three (3)~~ four (4) ratified Members-at-Large, and the Chairperson or a representative of each LCMCOG Ministry Team, and the Chairperson or representative of both the Pollock Campground Association and the Ministry Retreat Center, and the Chairperson or representative of both the state Christian Women’s Connection (CWC) and the Louisiana Church of God Youth Fellowship (LCGYF). The State Pastor shall serve as an ex-officio member of the Ministries Council.

B. The members of the Ministries Council shall be nominated from among the membership of the recognized congregations of the Church of God in Louisiana.

**C.** The members at large of the Ministries Council shall serve three (3) year rotating terms. They may serve no more than two (2) consecutive three (3) year terms.

 D. During the intervals between meetings of the Ministries Council, the Executive

 Committee shall have and may exercise all the powers of the Ministries Council of

 LCMCOG unless action by the Ministries Council is required by these bylaws or applicable

 law.

*SECTION 3*. Ministries Council Meetings

A. The Ministries Council shall meet at least twice a year on the dates established by the Ministries Council, and such other times as the Council may approve. B. Special meetings of the Ministries Council may be called by the Chairperson or the State Pastor ~~Coordinator~~ upon ten (10) days’ notice. The reason(s) for the meeting shall be clearly stated at the time of notification. C. In an emergency and with the concurrence of eight (8) ~~seven (7)~~ members, the Ministries Council may meet on three (3) days’ notice via telephone conference or by other media*.*

*SECTION* 4. Ministries Council – Duties and Responsibilities

The Council will function as the primary governing board and will provide broad parameters, resources, and sound financial management for the accomplishments of the LCMCOG mission, and:

 A. Serve as interim for LCMCOG between sessions of the General Assembly.

B.Transact any business as may be referred to the Council at an annual or special called

 meeting of the General Assembly.

 C. Establish such policies and procedures and adopt such resolutions as it deems prudent.

 D.Nominate, supervise, receive the resignation of, or recommend termination of the

 State Pastor ~~Coordinator~~ and appoint an Interim or Acting State Pastor ~~Coordinator~~

 when the position becomes vacant. The State Pastor ~~Coordinator~~ shall hold that office

 at the pleasure of the Council and the General Assembly membership or until he/she

 resigns.

 E. Assist, encourage and support the accomplishment of the LCMCOG mission.

 F. Work with the State Pastor ~~Coordinator~~ and Ministry Teams in the preparation of the

 annual budget and present it to the Assembly for ratification.

 G. Appoint or serve as the nominating committee for the LCMCOG.

 H. Appoint short-term committees and task forces as it deems necessary to fulfill its tasks.

 I. Receive and review reports from LCMCOG teams, task forces and committees.

 J. Authorize any and all fund campaigns.

 K. Appoint persons to fill all vacancies.

 L. Hire the State Treasurer and State Office Secretary. These persons shall be ratified by

 the State Assembly.

 M. Shall provide for the regular periodic review or audit of the financial records of

 LCMCOG.

*SECTION 5.* Ministries Council - Committees

 A. LCMCOG, by resolution of the Ministries Council, may establish committee or other

 sub-divisions as it deems necessary.

 B. The procedure for establishing and continuing such committees or other sub-divisions

 shall include:

 1. Mission/purpose statement/termination date

 2. Organization structure

 3. Essential Procedures

 4. Budget impact for subsequent two years

 5. Policy Manuals and Guidelines

 C. Nominating Committee (See Article 9)

*SECTION 6*. Ministries Council Limitations

Individual members of the Ministries Council shall have no authority to act for LCMCOG except in duly constituted meetings of the Ministries Council or when specifically authorized to action by the Ministries Council.

***ARTICLE 8***

***State Pastor ~~Coordinator~~***

1. The State Pastor ~~Coordinator~~ shall be nominated by the Ministries Council and

subsequently ratified by no less than seventy-five (75) percent of the voting congregations of the General Assembly. Ratification may occur at a regular meeting of the General Assembly or by mail or email ballot.

1. The State Pastor ~~Coordinator~~ shall be an ordained minister of the Church of God in highly

respected standing, whose position description shall be described in writing and reviewed by the Ministries Council prior to presentation and election.

1. In the event the State Pastor ~~Coordinator’s~~ position is vacant, the Ministries Council may choose to seek ratification of a new State Pastor ~~Coordinator~~ by a mail or email vote.
2. The State Pastor ~~Coordinator~~ shall be accountable to the Ministries Council and to the
3. General Assembly for the proper and legal conduct of the business of LCMCOG according to the policies established by the Ministries Council.
4. The State Pastor ~~Coordinator~~ shall be responsible for the organization of the work of
5. LCMCOG and for the engagement, supervision, direction and discharge of all employed personnel in agreement with the Ministries Council of the LCMCOG.

 F. The State Pastor ~~Coordinator~~ or his/her appointee shall serve as an ex-officio member of

 the Ministries Teams, and other appointed entities.

***ARTICLE 9***

***Nominating Committee***

 A. The Ministries Council shall annually serve as or appoint a Nominating Committee which shall be comprised of the Chairman of the Ministries Council, one other member of the Ministries

Council, and three (3) members at large of LCMCOG. The State Pastor ~~Coordinator~~ shall be a voting member of the Nominating Committee.

1. The Committee shall nominate a Chairperson, Vice-Chairperson, Secretary, and members at large who shall serve as members of the Ministries Council. The Committee will nominate the chairperson and members for all Ministry Teams of the LCMCOG. The Committee shall take into consideration candidates who adequately represent the constituency served by LCMCOG and make recommendation with respect to any vacancies on the Ministries Council and Ministry Teams.
2. The nominating committee shall ensure that all candidates nominated meet the qualifications as outlined in the LCMCOG By-laws.
3. The Nominating Committee will seek recommendations of qualified candidates for vacant positions from the Chairpersons of all Ministry Teams of the LCMCOG, and other leaders to ensure that a wide consideration of individuals be considered.
4. The Nominating Committee, prior to the annual meeting of LCMCOG, shall:
5. Fully explain to potential candidates their duties and responsibilities as

 members of the Ministries Council or Ministry Team.

1. Obtain from each candidate a written consent to place the name for

 ratification.

 c) Prepare a list of candidates to be ratified to fill vacant positions.

1. The Nominating Committee or its designee or the chairperson of the Ministries Council shall consult with those members who are not meeting the attendance requirements of the By-laws and shall make recommendations with respect to such non-attendance.

***ARTICLE 10***

***Ministry Teams***

*SECTION 1.* Credentials Ministry Team

 A. The Credentials Ministry Team shall consist of seven ordained ministers on the

 Approved List of Credentials of the LCMCOG.

 B. The Credentials Team serves in the interest of LCMCOG and has authority to make

 credentialing decisions and take appropriate action for the commissioning, licensing

 and ordaining of ministers in the Church of God; for certifying licensed and ordained

 ministers; and certifying congregations in the Church of God, Anderson, Indiana.

 C. The Credentials Ministry Team exists for/and by LCMCOG, as set forth in these

 Bylaws, to consider matters pertaining to qualification, certification, discipline of

 prospective ministers and congregations, and to render appropriate judgment and

 resolution.

 D. Members of the Credentials Ministry Team shall be selected by the Nominating

 Committee and ratified by at a duly called business meeting of LCMCOG Assembly.

 The committee shall be comprised of at least seven (7) members who are qualified

 according to the LCMCOG By-laws.

 E. The Credentials Ministry Team shall abide by the guidelines of the current edition of

 the Credentials Manual of the Church of God, (Anderson, Indiana), as amended by the

 LCMCOG and all other related and written policies adopted by the Credentials

 Ministry Team in Louisiana.

*SECTION 2.* Program Ministry Team

The ministry team shall be composed of three (3) members ratified by the Assembly of the LCMCOG plus the state CWC. President, or designee, the state Men’s Fellowship President or designee, the state LCGYF Youth Director or designee, the State Pastor ~~Coordinator~~ as an ex-officio member. The chairperson will be selected by the Nominating Committee and ratified by the Assembly.

 A. Terms of Office. The CWC President, The Men’s Fellowship President and the LCGYF

 Youth Director shall serve for the term of their presidency. The three (3) ratified at

 large members by the Assembly shall serve three (3) year terms.

 B. Responsibilities of Program Ministry Team (PMT). The ministry team shall provide

 oversight for the C.W.C, State Men’s Fellowship, and State Youth Program. They shall

 serve as a conduit for the flow of information from the top down and the bottom up.

 The PMT shall plan the ~~annual~~ State Convention of The Church of God.

 C. State Convention Guidelines.

 1. Program Ministry Team shall have total responsibility for arranging

 the programs for the ~~Annual~~ State Convention. It shall have

 oversight of all public services and submit for approval from the Ministries

 Council.

 2. Program Ministries Team will solicit input from the endorsed agencies and

 other ministry teams. The PMT shall approve all speakers and conference

 leaders engaged by any endorsed agency or other ministry teams before

 said speakers or leaders are officially invited, but their honoraria and

 expenses shall be paid by the agency extending the invitation.

 3. Program Ministries Team shall arrange for firm commitments by guest

 speakers and musicians for one to two ~~three (3) to five (5)~~ years in advance

 for each ~~annual~~ State Convention. Before any guest speaker or musician is

 contacted by this ministry team, his/her name shall be submitted to the

 Ministries Council for approval.

 4. The official program for the State Convention shall be printed at least ten

 (10) days in advance of the day the meeting is scheduled to begin.

 5. The funds and honoraria and expenses for the guest speaker, musicians,

 and for the routine operation of this Ministry Team shall be provided for in

 the annual budget of the Assembly.

*SECTION 3.* Church Revitalization and Multiplication ~~Health and Growth~~ Ministry Team

The purpose of this Ministry Team shall be to both assist in providing resources to current congregations and in establishing new congregations in the LCMCOG. The Team will provide guidance to assist churches in assessing their needs using ~~providing trained persons~~ ~~to work the~~ appropriate tools, to bring renewed health and purpose to the congregation, and when appropriate, help a church multiply by planting a new church and/or campus. ~~for the~~ ~~congregation,~~ ~~such as Natural Church Development or other tools for the express purpose of~~ ~~strengthening the local congregation and improving its Spiritual health.~~ The Ministry Team may ~~shall~~ also provide as requested, seminars ~~at major gatherings~~, on-site consultants, coaching, and actual leadership.

 A. The ~~Church Health and Growth~~ Ministry Team will be composed of ~~three (3)~~ five (5)

 members of which three (3) ~~two (2)~~ must be Ordained Ministers for terms of up to three

(3) years, staggered in such a way that the terms of no more than two (2) ~~one (1)~~ member expires in any one year. The Nominating Committee will select the members of the team and the chair. They will be ratified by the Assembly to serve. The State Pastor ~~Coordinator~~ will be an ex-officio member of this team. The nominating committee is to look for those whose Spiritual giftedness includes leadership, and the ability to teach, and a passion for Kingdom growth. ~~business~~.

1. The Ministry Team shall provide opportunities for persons to become trained and certified in the tools necessary for church revitalization or church multiplication. ~~to~~ ~~provide for good overall~~ ~~Church Health~~.
2. The Ministry Team will meet at least two (2) times per year, either in person or virtually to review the status of ongoing projects and to discuss potential new opportunities to assist churches in Kingdom growth. ~~training as well and/or the status of churches using~~ ~~the ministry resources.~~ The Team will present and receive approval of the Ministries Council before any financial commitment or congregational restructure agreement is implemented. The Team will have no authority to mortgage or encumber any church or LCMCOG property.
3. The Ministry Team is empowered to recruit consultants, coaches, mentors, etc. to help effectively meet the request it receives from the LCMCOG.
4. All members of the Ministry Team and any of the resources it sponsors or provides shall maintain a strict level of confidentiality. A breach is grounds for removal from office or a position as a resource

*SECTION 4.* Pastoral Health Ministry Team

1. The Pastoral Health Ministries Team (PHMT) serves the LCMCOG by providing encouragement, development, and growth opportunities to all credentialed ministers who serve the churches of Louisiana in professional ministry. The team works to develop activities, events, and resources to benefit credentialed ministers and pastors in areas such as: spiritual, emotional and physical health; fellowship and relationship support; education and edification in developing professional skills; and encouraging leadership, vision, and innovation. The PHMT will endeavor to serve fellow ministers in a positive and confidential manner by offering preventive and early intervention counseling services when possible. The team also works with the State Pastor ~~Coordinator~~ and Credentials Ministry Team (CMT) in the recruitment, recognition, and restoration of credentialed ministers of the LCMCOG.
2. The Pastoral Health Ministries Team (PHMT) shall consist of five (5) ordained ministers on the approved list of credentialed ministers of the LCMCOG. These ministers must be recognized and accept that they are called and gifted by the Holy Spirit to fulfill the stated purposes of the team. Three members will be nominated at the annual meeting of ministers for ratification by the LCMCOG with the remaining two (2) members consisting of the State Regional Director of S.H.A.P.E. and the team chairperson who is selected in accordance to these Bylaws. The State Pastor ~~Coordinator~~ by virtue of servicing as a pastor to the state ministers will serve as an ex officio member. These five (5) members will meet following the annual meeting to prayerfully select a vice-chairperson and secretary to provide leadership for the PHMT. The direction and leadership of this team and credentialed ministers will be vested with the officers, in accordance with these Bylaws (Robert’s Rules of Order). The officers will present to the team an annual budget which will be submitted to the Ministries Council for approval by the LCMCOG.
3. The Pastoral Health Ministries Team (PHMT) will plan and coordinate with the Ministries Council of the LCMCOG to schedule at least one annual meeting of all credentialed ministers to fulfill their stated purposes and to conduct required business related to credentialing and theological concerns. This annual ministers’ meeting may be held, in conjunction with the Program Ministry Team, during the annual LCMCOG State Convention. The PHMT, through their officers, may call additional ministers’ meeting(s), provided that the purpose and notice of such meeting is given twenty (20) days prior to all of the credentialed ministers of the current approved list.
4. The Pastoral Health Ministries Team (PHMT) will coordinate with the Credentials Ministry Team to present all ministers for approval to the body of currently credentialed ministers (voting members) at the annual or specially called meeting. Each new candidate and the recommended list of ministers from the Credentials Ministry Team shall be ratified by an affirmative vote of two-thirds (2/3) of the voting members. A quorum shall consist of twenty-five percent (25%) of the voting members present in person whose names appear on the latest approved list. Any minister who is not approved or is recommended for removal by the Credentials Ministry Team may appeal in writing and upon hearing the evidence, a two-thirds (2/3) vote of the voting members present at a duly called meeting shall be binding upon all parties.
5. The Pastoral Health Ministries Team (PHMT) will work with the State Pastor ~~Coordinator~~ and the Credentials Ministry Team to extend a welcome to all ministers who move to Louisiana from another state. An invitation to participate in opportunities for personal and professional growth, receive correspondence and support, and an assignment of a fellow minister(s) to offer encouragement during the period of transition will be offered. Information regarding the ministries, organization, and service opportunities of the LCMCOG and affiliated ministries will be provided. Similar services will also be offered to encourage ministers who have lost connectivity to their body of fellow ministers. Spiritual, emotional, and tangible assistance will be provided by the PHMT and State Pastor ~~Coordinator~~ to credentialed ministers based upon the need and available resources.
6. The Pastoral Health Ministries Team (PHMT) will work in conjunction with the State Regional Director of Sustaining Health and Pastoral Excellence (S.H.A.P.E.) by encouraging ministers to pursue sustained growth by involvement in a cluster of fellow ministers who support one another in biblical and healthy interdependency. Through this community experience ministers will be challenged to grow in spirituality, knowledge, connectedness, vision, leadership, and personal wellness. The improved health and growth of our leaders will also result in healthy and growing congregations of the LCMCOG.

*~~SECTION 5.~~* ~~Church Planting and Outreach Ministry Team~~

 ~~A. The Church Planting and Outreach Ministry Team shall consist of five (5)~~

 ~~members selected by the Nominating Committee of the LCMCOG and ratified~~

 ~~by the Assembly. The members of the team should be those who have a real~~

 ~~desire to help plant new congregations of the Church of God in Louisiana, and~~

 ~~reach out to our communities through outreach. Their terms of service shall be for~~

 ~~three (3) years. The State Coordinator is an ex-officio member of the team.~~

 ~~B. Members of the CPOMT must be willing to be trained in areas of church planting~~

 ~~And outreach. The LCMCOG will bear the cost of their training in the Annual~~

 ~~Budget.~~

~~C. The CPOMT shall be responsible for planning, promoting and implementing the~~

 ~~Mission of planting new congregations and assisting with the outreach in existing~~

  ~~congregations across the state.~~

 ~~D. The CPOMT shall promote all special stewardship and fund-raising emphasis of the~~

 ~~CPOMT.~~

 ~~E. The CPOMT shall have no power to mortgage or encumber any property in the~~

 ~~name of the LCMCOG without the authority of the LCMCOG.~~

 ~~F. The CPOMT shall consider only ministers who are on the Approved List of~~

 ~~Ministers in the Church of God Anderson, Indiana as potential Church Planters.~~

 ~~G. The CPOMT shall meet at least three (3) times a year to conduct the business of the~~

 ~~Ministry Team~~

***ARTICLE 11***

 ***Meetings***

*SECTION 1*. LCMCOG will hold its annual business meeting ~~during the month of March with a~~ on a specific date and time to be determined by the Ministries Council. All business shall be conducted during the annual business meeting. Notification of the Annual Meeting shall be provided to each congregation by mail or email and member at least thirty (30) days prior to the meeting.

*SECTION 2*. Special Meetings may be scheduled by the request of the Ministries Council or by written request signed by at least twenty (20%) of the voting membership. Notification of special meetings shall be given by mail or email at least fourteen (14) days prior to the meeting stating the business to be considered. Special Called Meetings may be done by mail-in ballots or email ballots, in such case the ballots are due fourteen (14) days from the postmark of the notice.

*SECTION 3*. All meetings of the voting membership shall be conducted according to parliamentary procedures as directed in the most recent version of ROBERT’S RULES OF ORDER.

***ARTICLE 12***

***Quorum***

 A quorum shall consist of twenty per cent (20%) of the voting membership, all of whom shall be present in person. Twenty per cent (20%) shall constitute a quorum for mail-in ballots as well.

***ARTICLE 13***

***Resignations***

In the event any officer, council or ministry team member, or other person holding office in LCMCOG resigns or moves his/her principal residence outside of Louisiana, his/her official relationship to LCMCOG shall terminate, his/her term in office shall at once cease, and that vacancy shall be filled by the Ministries Council until the next annual meeting, or in a Special Called Meeting of the Assembly.

***ARTICLE 14***

***Recall***

1. Any officer, ministries council, ministry team member or other person holding office in LCMCOG may be recalled by three-fourths (3/4) vote of the Ministries Council.
2. Some of the reasons for recall action shall be: failure of duty, lack of interest, open opposition for the church’s objectives, openly adhering to a doctrine not in harmony with the cause which the church represents, in the case of a minister, the loss of ministerial credentials. A letter of intention to recall must be mailed to the person being recalled at least fourteen (14) days prior to the meeting in which action will be taken. The person will be given full opportunity to be heard by the Ministries Council. The final decision of the Ministries Council is binding upon the person being recalled.

***ARTICLE 15***

***Amendments***

These Bylaws may be changed, amended, revised or repealed by the affirmative vote of two-thirds (2/3) of the voting members present and voting at any duly called regular or special meeting of the voting members present and voting. Provided that an exact copy of the proposed change, amendment, revision or repeal, and at least fourteen (14) days due written notice of action shall be taken there on, shall be given to each voting member of the Assembly.

***ARTICLE 16***

***Indemnification***

Every Ministry Team member, committee member or officer of the corporation, or employee and his/her executors, administrators, and estate shall be indemnified and saved harmless, out of funds of the corporation, from and against:

1. All costs, charges, damages, and expenses whatsoever that the member or officer sustains or incurs in or about any action, suit, or proceeding which is brought, commenced, or prosecuted against him or in respect to any act, deed, or matte of thing whatsoever, made, done, or permitted by him, in or about the

execution, in good faith, of the duties of his office or in respect of any such liability.

***ARTICLE 17***

***Affiliated Agencies***

LCMCOG will recognize and work in collaboration with affiliated ministries who meet the following qualifications:

1. An affiliated ministry shall give evidence of existence as an organization and

 meet the necessary qualifications for recognition as an affiliated ministry in the

 Church of God, Anderson, Indiana. Hereafter, a ministry seeking affiliation

 shall make application to and be ratified by the Ministries Council.

 2. An affiliated ministry shall function under its own bylaws, policy, and

 procedures. LCMCOG does not provide endorsement or legal responsibility

 over an affiliated Ministry.

 3. Each affiliated ministry shall present a report at the annual business meeting of

 the Assembly.

***ARTICLE 18***

***Dissolution***

In the event LCMCOG is dissolved, either voluntarily or involuntarily, the nest assets after payment of liabilities-shall insure to and become the exclusive property of the Church of God Ministries, Inc. Anderson, Indiana or its successive organization.

(By-Laws changed approved via media (digital) voting 5/15/2020)

 **To be Presented for Revision 9/17/2022**