

BYLAW

OF

The Tree of Life Lord's Harvest Christian Church

A. Statement of Faith

We believe that there is one God, who is eternally existent in three (3) persons: the Father, the Son, and the Holy Spirit.

We believe that God, the Father, is the creator of heaven and earth and the designer of the eternal plan of salvation.

We believe that God, the Son, our Lord Jesus Christ, is the Father's Only Begotten Son. To complete the work of Salvation, He came into the world and became flesh, having been conceived by the Holy Spirit, born of a virgin (Mary), and represents the same essence and nature of the Father, and is uniquely God and Man. He preached Good News on earth, healed the sick, raised the dead, cast out demons, and was crucified and died on the cross for the sin of the world. He took the punishment for sin upon Himself so that we may enjoy peace. By His wounds we are healed. On the third day He rose again from the dead and ascended into heaven and is seated at the right hand of God the Father, and will return to judge the world.

We believe that God, the Holy Spirit, has been given to believers as an assurance of salvation and indwells in every believer, empowering them to know, understand, and walk in truth and to experience a sanctified life of love and service to God, His people and the world. The Holy Spirit also graciously grants the use of gifts to believers, as He wills, for the edification of the Church, the Body of Christ.

We believe that the Church is the Body of Christ, consisting of every born-again Christian, and is the chosen instrument of God in fulfilling the Great Commission on earth.

We believe that mankind is a fallen creation as a result of sin and remains in a degenerate state, devoid of a personal relationship with God and can only be restored and justified through faith in Jesus Christ, who is the only hope for the forgiveness of sins, sanctification, and eternal life.

We believe in the imminent, glorious return of Jesus Christ to the earth when He will judge the world, through the resurrection of both believers and unbelievers, with believers being granted the blessing of everlasting life and unbelievers being condemned to everlasting separation from God and damnation of hell.

We believe that the Bible is the only divinely inspired Word of God, and is the absolute standard for a believer's behavior and is the only comprehensive truth, beneficial for teaching, reproof, correction, and for training in righteousness.

B. Vision and Mission Statement

B.1 Vision

“On each side of the river stood the Tree of Life, bearing twelve crops of fruit, yielding its fruit every month. And the leaves of the tree are for the healing of the nations.” (Revelation 22:2)

Our name reflects our vision, which is to build a glorious church through the ministry of healing. We believe the greatest healing is to restore the relationship between men and God and bring reconciliation.

B.2 Mission Statement

We will build the glorious church of Jesus Christ through the healing of all nations by the power of the gospel of Jesus Christ. To do so, Tree of Life, Lord’s Harvest Christian Church is committed to carry out the ministries of kindling the fire of prayers, healing of the body, soul and spirit, and global evangelism.

B.3 Ministry Strategies

I. Worship and Praise

- To glorify God through worship and praises
- To lead people into the presence of God, through worshipping in spirit and in truth

II. Promoting the Renewal of the Holy Spirit

- To be filled by the Holy Spirit and live by the Spirit in our daily walk with Jesus Christ
- To minister and edify one another through the gifts of the Holy Spirit

III. Adapting the Cell Group Church Format

- To edify one another in a relationship of love and caring within a cell group through 1-1 discipleship
- To advance the kingdom of God by reaching out to others and multiply

IV. Implement global evangelism

- To share the gospel both locally and cross culturally
- To proclaim the Name of Jesus Christ in India and build His church
- To send mission teams to the field worldwide in addition to financial support and prayers

V. Abide by the Bible in daily walk.

C. Membership and Member Representatives

C.1 Membership

A member of Tree of Life Lord's Harvest Christian Church is a person

1. Who has experienced the saving knowledge of Jesus Christ and followed our Lord Jesus in water baptism
2. Who consistently (75% attendance) attended Tree of Life, Lord's Harvest Christian Church for a period of three (3) consecutive months or more in Sunday services AND in a cell group.
3. Who agrees with and fully accepts and abides by the Bylaws of this church

Revocation of Membership

1. Membership will be up-dated annually
2. Continuing in a behavior or lifestyle that brings reproach upon and/or harm the reputations of Jesus Christ and the members of His church, and/or refusing to agree with the Bylaw of this organization may cause a person's membership to be revoked.

C.2 Member Representatives

I. Definition of Member Representatives

The Member Representatives is a body that consists of current cell leaders to approve or disapprove matters of great importance in this church. The Representatives shall cast their votes in accordance with the wish of the church members of their cell groups. If there is any unresolved dispute, the matter shall be mediated and/or resolved by the Board of Administrators and the Pastoral Team.

II. Responsibilities of the Representatives

1. Approve or disapprove the members of the Board of Administrators recommended by the current Board or the Pastoral Team
2. Approve or disapprove the hiring and/or dismissal of the Senior Pastor upon the recommendation of the Board of Administrators
3. Approve or disapprove the amendments to the Bylaws as recommended by the Board of Administrators
4. Approve or disapprove major motions presented by the Board of Administrators

III. Voting of the Representatives

1. Any motion regarding the Senior Pastor shall be passed by at least 2/3 of the Representatives
2. Other motions shall be approved by the majority votes (greater than 1/2) of the Representatives
3. Voting shall be conducted by signed but closed ballot and shall be archived by the Board of the Administrators

D. The Executive Pastoral Team (EPT)

D.1 Definition of the EPT

The EPT is the decision-making body that exercise the overseeing of all operational and ministry areas of this organization. The number of team members shall be determined by the Senior Pastor and will consist of the Senior Pastor, Senior Pastor assigned full-time ministry staff and assigned co-workers of the Pastoral Division. The Senior Pastor shall chair the meetings unless he/she is unable to officiate, at which time an interim chair shall be elected by the members of the EPT.

D.2 Duties of the EPT

1. To discuss and confirm the direction and ministry goals of this organization
2. To create an organizational structure to execute policies approved by the EPT in accordance with the various needs of the organization
3. Authorize the hiring and subsequent annual evaluation of pastoral staff
4. To work in conjunction with the Board of Administrators in time of crisis and to resolve any dispute within the organization.

E. The Ministry Staff

E.1 General Guidelines

1. Potential employees of this organization must accept and abide by the Bylaws of Tree of Life Lord's Harvest Christian Church
2. The notification of hiring of pastors and ministry staff shall be extended by the EPT to the potential employees upon the recommendation by the Search Committee and the hiring authorized by the EPT.
3. The Search Committee shall be appointed by the Board of Administrators, with the approval of the EPT, for the purposes of identifying potential candidates and preliminary screening the qualifications of the candidates.
4. The EPT, for the purpose of renewal of contracts, shall conduct annual performance evaluations of all pastoral and ministry staff for the first three (3) years. After that, evaluation will be conducted at the EPT's discretion.
5. The hiring and evaluation of non-pastoral, non-ministerial employees will be conducted by the Board of Administrators in accordance with hiring guidelines and church annual budget and upon the authorization of the EPT.
6. The dismissal of a pastoral or ministry staff shall be authorized by the EPT (excluding the member to be dismissed).
7. Only upon the **written consent** of the EPT can a staff member serve as a representative of Tree of Life Lord's Harvest Christian Church in functions such as official written or verbal statements and announcements, external fund-raising, recruitment, and joint ventures with other organizations.

E.2 Dismissal of Employees

An employee of this organization shall be dismissed from employment when:

1. He/she refuses to accept or abide by the Bylaw of this organization, seriously violates the Bylaw, and/or breaches his/her duties.

2. He/she becomes disreputable in the areas of doctrine belief or personal life, or has committed serious immorality according to the church's belief.
3. He/she acts in a way that brings serious harm to the reputation of this organization.

E.3 The Calling into Full Time Ministry and Ministry Internship:

Please refer to the **“Regulations Regarding to Full-time Calling and Application to Ministry Internship”**. See Attachment in Chinese.

F. The Senior Pastor

F.1 Qualifications and Guidelines

The position of Senior Pastor shall be:

1. Filled by a person who has been ordained and has served in a full-time pastoral position for a minimum of seven (7) years. Alternatively, a staff pastor can be promoted to the position of Senior Pastor after having served in the church for a period of three (3) years.
2. Filled by a staff pastor of the church who can be promoted to the position of Senior Pastor upon the unanimous approval of the EPT and the Board of Administrators without meeting the three (3) years serving requirements to meet the organization's needs.
3. Filled by appointment of the Board of Administrators in the event of unexpected vacancy as interim Senior Pastor until the position can be filled permanently.
4. Considered vacant after the Board of Administrators unanimously authorize the dismissal of the person filling the position.
5. filled through the selection processes conducted by the Search Committee. A Search Committee shall be appointed by the Board of Administrators for the purposes of identifying and screening potential candidates and recommending likely candidates to the EPT and member representatives. Approved candidate shall serve in a probationary status for a period of one (1) year at the end of which time an evaluation shall be conducted and reviewed prior to a possible permanent appointment.

G. Board of Administrators

G.1 Qualifications

A member of the Board of Administrator is a person who:

1. Has been a church member in good standing with Tree of Life, Lord's Harvest Christian Church for a period of at least one (1) year.
2. Has lived a life above reproach and one of good reputation with those within and outside this organization.
3. Has served in the organization and is familiar with and abides by the Bylaw of this organization.
4. Is able to attend the meetings of the Board of Administrators
5. Current Dept heads can not serve as board members concurrently.

6. Immediate family members can not serve in the same board at the same time.

G.2 Function of the Board Members:

1. Review and determine annual department and organizational budgets and financial reports, as well as manage the assets of the organization such as church building and estate properties.
2. To research, evaluate and determine, according to TOL human resources policies, the compensation, adjustments, employee benefit packages, and contracts of any special staff personnel position of the organization, proposed and initiated by EPT.
3. Evaluates the performance, lifestyle and issues concerning the financial compensation of the Senior Pastor.
4. Serve as the authority in matters regarding the interpretation of the Bylaw of this organization.
5. Recognized as the official representative of this organization regarding legal matters.
6. Determines the proper response to issues of serious concerns recognized and submitted by the EPT and the Board of Administrators.
7. Commissions and oversees special committees initiated by either the EPT or the Board of Administrators for specific projects.

G.3 Organization

1. The Board of Administrators shall comprise of three (3) members to start with, adding one new elected Board member per one hundred (100) new church members, but will not exceed seven (7) elected Board members for the organization. The members of the Board of Administrators shall receive no monetary compensation and shall not be a member of the EPT.
2. A member of the Board of Administrators shall serve a term of 2 years, starting from January 1st of the calendar year and can only serve two (2) consecutive terms if reelected.
3. Candidates shall be nominated by the current board members, EPT members or member representatives. Nomination to start on October 1st, review process to last through the month of October. The final candidates to be determined by the member representatives by November 30th, with December as the transitional month.
4. The chairperson of the Board shall be selected by the members of the Board of Administrator, and shall serve no more than two (2) consecutive terms. One third of the Board Member(s), which must include the chairperson of the Board, will serve an additional year when his/her term is up for election, in order to help in the transition of new board members.
5. Upon the resignation of a member of Board of Administrators wherein the remaining amount of time of the term is more than three (3) months, a successor shall be selected to finish the remaining term. The selection process shall follow the guidelines found in this section (G.3)
6. The resignation of any member of the Board shall be announced by the chairperson to the full Board of Administrators.

7. Meetings of the Board of Administrators shall be scheduled and/or called by the chairperson of the Board.
8. The Senior Pastor shall be invited to attend the scheduled Board meetings by the chairperson of the Board.

G.4 Responsibilities in Handling Financial Matters

1. To evaluate the status of the financial reports of this organization in relating to decisions of employment and compensation in accordance to approved annual budget(s)
2. To advise and counsel individual Division heads of this organization regarding overdraft and/or shortfalls.
3. To determine needs and execute contracts with professionally recognized audit firms and periodically examine the financial status of this organization.

G.5 Resignation and/or Dismissal of Board Members

A Board member shall resign or be dismissed with the approval of the body of the member representatives when:

1. He/she refuses to accept and abide by the Bylaw of this organization, seriously violates the Bylaw, or breaches his/her duties as a Board member
2. He/she has become disreputable in the areas of religious belief and/or personal life, or has committed serious immoral acts.
3. He/she acts in a way that brings serious harm to the reputation of this organization.

H. Bylaw Amendments

1. Amendments of the Bylaw shall be initiated by the Board of Administrators by appointing a Bylaw Amendment Committee to propose the need of amendment and take appropriate action
2. The proposed amendments and the language of the amendments shall be approved by the Board of Administrators and then recommended to the Member Representatives for approval.
3. Amendments become effective upon the approval of the member representatives.

I. Dissolution of the Organization

In the event of the necessity of the dissolution of the organization, the Board of Administrators shall act in accordance with the law and regulations of the State of California pertaining to non-profit religious organization.

Date: August 25th, 2004