
2011_{GM}

Church
Constitution

(Pawgntseeg Cov Kevcai Lijchoj)

&

Bylaws

(Kevcai Lijchoj Ntxiv)

Grace Hmong Alliance Church
1418 S. Layton Blvd.
Milwaukee, Wisconsin 53215

Qha Txug Kev Siv Phoo Ntawv Nuav

Paab kaavxwm kws npaaj phoo Kevcai Lijchoj Ntxiv yog muaj npe le huvqaab nuav:

Nyaj Yag Yaaj, *Thawjtswj*,
N. Zoov Es Hawj, *Teevntawv*
Kx. Vaam Choj Lis, *Xwbfbw*
Txoos Tswb Xyooj, *Tuavxaam*
Txhiaj Kaus Lauj, *Tuavxaam*
N. Txooj Npis Xyooj, *Tuavxaam*

Nyob rua huv tug txheej txheem nuav peb tee
Koomhum Qeb sab cov Kevcai Lijchoj (Uni-
form Constitution) rua saab laug, cov Kevcai
Lijchoj Ntxiv ua lug Moob rua kem huvplawv
(Center) hab lug Aaskiv (English) rua saab xis
kuas yoojyim rua kev siv.

Yog tug tswvcuab twg xaav tau phoo Kevcai
Lijchoj Ntxiv nuav, sau ntawv lossis hu
xuvtooj moog rua:

Grace Hmong Alliance Church
Attn: Bylaw Committee
1418 S Layton Blvd
Milwaukee, WI 53214
414-643-5272

How To Use This Church Constitution Booklet

The committee that has prepared this Church Constitution Booklet consisted of the following members:

Jeff Nhaya Yang, *Committee Chair*
Candie Herr, *Secretary*
Wang Chao Lee, *Pastoral*
Chue Xiong, *Advisor*
Kao Lo, *Advisor*
Cha Xiong, *Advisor*

The contents of this Church Constitution includes the Uniform Constitution on the left column, the Local Bylaws in Hmong in the center column and Local Bylaws in English in the right column.

If a church member wish to obtain a copy of this Bylaw, please submit a written request and mail to the following address or call:

Grace Hmong Alliance Church
Attn: Bylaw Committee
1418 S Layton Blvd
Milwaukee, WI 53214
414-643-5272

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TABLE OF CONTENTS

Zaaj Lug Coj7

Zeemmuag & Homphaj..... 8

Phaaj I Lub Npe..... 8

Phaaj II Kev Zwm..... 9-10

- *Koomhum Qeb Sab*
- *Koomhum Moob*

Phaaj III Tswvcuab..... 11-12

- *Kev Txais, Kev Rhu hab Kev Tawm Tswvcuab*
- *Tswvcuab*
- *Tswvcuab Txujcai*
- *Kev Txhum*

Phaaj IV Kecai Coj.....13

Phaaj V Kev Tsaavxwm.....14-15

- *Rooj Saablaaj Txwmxyoo*
- *Sijhawm ua Dlejnum*
- *Kev Tuncua Cov Txwjlaug*

GHAC Tug Qauv Ua Dlejnum.....16-17

Preamble.....7

Vision and Mission.....8

Article I Name.....8

Article II Organization and Govern-ment.....9-10

- National
- District

Article III Membership.....11-12

- Qualifications/Removal/Termination of Mem-ber-ship
- Membership
- Membership Rights
- Membership Disciplinary

Article IV Ordinances.....13

Article V Government.....14-15

- *Annual Meeting*
- *Term of Service*
- *Vacancies*

GHAC Organizational Chart.....16-17

Phaaj VI Lub Rooj Tsaavxwm Huv
Pawgntseeg..... 18-19

- *Governance Authority & Administrative Board*
- *Pistsaws Leej*
- *Cov Nyob Huv Governance Authority & Administrative Board*
- *Kev Saablaaj*
- *Dlejnum.*

Phaaj VII. Cov Tuav Dlejnum.....19

Phaaj VIII & IX Kev Paabcuam Xwbfbw hab Cov Ua Dlejnum 20-22

Phaaj X Tej Paabpawg..... 23-29

Phaaj XI Rooj Txhawb Kev Xa Moo Zoo.....30

Phaaj XII. & XIII Qubtxeeg Qubteg /Ntaub Ntawv hab Paab Kaavxwm Xaivtsa.....31-32

Phaaj XIV Txujcai Tswj Kev Xaivtsa.....33-34

- *Kev tawmsuab & Taw npe*
- *Cov kws yuav lug ua dlejnum*
- *Kev pov ntawv xaiv*

Article VI Governance Authority.....18-19

- *Governance Authority & Administrative Board*
- *Board Member Constituents*
- *Members of the Governance Authority & Administrative Board*
- *Meetings*
- *Responsibilities*

Article VII. Officers.....19

Article VIII and IX Pastoral Staff and Duties of Church Officers.....20-22

Article X Committees and Organizations.....23-29

Article XI Missions Conference30

Article XII & XIII Property & Records and Nomination Committee.....31-32

Article XIV Election Procedures.....33-34

- *Nomination Procedures*
- *Nominee Qualifications*
- *Election by Ballot*

Phaaj XVI Kevcai Lijchoj Ntxiv.....35

Phaaj XVII Kev Hloov.....36

- *Pawgntseeg Kev*
- *Hauvpaug Koomhum Kev*
- *Cov Kaabke Ua Dlejnum*

Phaaj XV Reversion of Property.....37-39

Article XVIII Conformance with Applicable Law.....40

Article XVI Bylaws.....35

Article XVII Amendments.....36

- Local Approval
- National/District Approval
- Conformance with Policies

Article XV Reversion of Property.....37-39

Article XVIII Conformance with Applicable Law.....40

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Milwaukee, Wisconsin 53215

Preamble

The Uniform Constitution for Accredited Churches has been framed and adopted by the General Council, the denomination's highest governing body. The accredited churches of The Christian and Missionary Alliance have participated in this process through their authorized delegates. This church can, in accordance with this Constitution and in a manner that is consistent with the Bylaws of the Christian and Missionary Alliance, formulate its bylaws so as to carry out its ministry appropriately and efficiently.

Zaaj Lug Coj

Lawvle kev tswjfw m ntawm Cov Ntseeg Ye-xus hab Kev Koomteg Qha Txuj Moo Zoo (The Christian and Missionary Alliance), txuj kevcai Lijchoj luj (Uniform Constitution), Koomhum Qeb Sab tub tsim muaj rua txhua pawgntseeg siv lawm. Txawm le ntawd los koomhum Qeb Sab tseem tsocai rua txhua pawgntseeg muajcai tsim tej Kevcai Lijchoj Ntxiv (Bylaws) hab cov Kaabke Ua Dlejnum (Policies & Procedures) coj lug ntxiv rua tej nqai kws txujcai tswjfw m luj muaj tsi txhua, kuas moog lawvle kev tswjfw m ntawm haiv tuabneeg kws coj pawgntseeg ntawd.

Yogle, Grace Hmong Alliance Church (GHAC) txhajle tsim phoo Kevcai Lijchoj Ntxiv nuav lug rua pawgntseeg siv. Txhua tug tswvcuab kws zwm rua huv pawgntseeg nuav yuav tau coj hab ua lawvle txujcai tswjfw m nuav. Yog leejtwg yuam cai, GHAC muajcai ntuag hab rhu tug tswvcuab ntawd lawv le txujcai Tsaavxwm nuav.

Preamble

In accordance with the Uniform Constitution for Accredited Churches in The Christian and Missionary Alliance, The local church can formulate additional Bylaws and Policies so as to carry out its ministry appropriately and efficiently.

Grace Hmong Alliance Church has formulated the following Bylaws. All members of Grace Hmong Alliance Church are to be in compliance with the Bylaws. Any violation/non-compliance with the Bylaws set forth by GHAC will lead to disciplinary action up to and including the removal of membership as directed in the Bylaws.

Mission and Objectives

The Mission of the Christian and Missionary Alliance is to know Jesus Christ; exalt Him as Savior, Sanctifier, Healer, and Coming King; and complete His Great Commission.

Zeemmuag

Pawgntseeg Grace Hmong Alliance Church lub zeemmuag yog ua tau Vaajtswv teg dlejnum rua kev coj tuabneeg lug ua Tswv Yexus le thwjtim. (Matt. 28:18-20)

Vision

The vision of Grace Hmong Alliance Church is to become a Great Commission Church. (Matt. 28: 18-20).

Homphaj

Pawgntseeg Grace Hmong Alliance Church lub homphaj yog ua lubneej lawvle Vaajtswv tau pub koobmoov rua txhua tug. (I Kaulleethaus 12:4-6)

Mission

The mission of Grace Hmong Alliance Church is “Living the Call of Christ”. (I Cor. 12:4-6)

ARTICLE I - NAME

The official name under which this church is incorporated or organized (shall include the words “The Christian and Missionary Alliance”).

PHAAJ I – LUB NPE

Pawgntseeg nuav muaj lub npe hu ua *Grace Hmong Alliance Church (GHAC)* ntawm Cov Ntseeg Yexus hab Kev Koomteg Qha txujmoo Zoo.

ARTICLE I - NAME

The official name under which this church is incorporated or organized is *Grace Hmong Alliance Church (GHAC)* of The Christian and Missionary Alliance.

ARTICLE II – RELATIONSHIP

This church is connected with and subordinate to its parent religious organization. The Christian and Missionary Alliance, a Colorado nonprofit corporation. In consideration of the mutual benefits generated and derived from this relationship, and understanding that The Christian and Missionary Alliance is relying hereon in agreeing to initiate or continue such relationship, this church agrees to be subject to and abide by the terms and conditions of Article XVI hereof relating to the reversion of property of accredited churches.

PHAAJ II - KEV ZWM RUA KOOMHUM QEB SAB

A. Koomhum Qeb Sab

Kev xaa cov sawvcev moog koom Lub T rooj saablaaj General Council yog tsocai rua Lub Rooj Tsaavxwm ua cov taw hab txavtxim sab seb yuav xaa pistsawg leej lawvle pawgntseeg muaj cuabkaav ua tau.

B. Hauvpaug Koomhum Moob

Kev xaa cov sawvcev moog koom rooj saablaaj txwmxxyoo ntawm Hauvpaug Koomhum Moob, yog siv lawvle huvqaab nuav:

1. Cov xwbfbw. Ntawm cov xwbfbw nuav yuav tau tseg ib tug nyob paab pawgntseeg.
2. Yog xwbfbw ua thawj tswjrooj rua Lub Rooj Tsaavxwm lawm ces tug Lwm Tswjrooj yuav tau moog.
3. Dluale lwm tug yog tso rua paab kaa-vxwm xaivtsaa taw hab coj lug rua lub rooj saablaaj txwm xyoo huv pawgntseeg nrug xwb.
4. Qhov kws yuav xaa pistsawg leej ntawd yog tsocai rua Lub rooj Tsaavxwm ua tug txavtxim sab xyoo xaam xyoo.

ARTICLE II- NATIONAL MEMBERSHIP

A. General Council

The Governance Authority of GHAC has the responsibility of appointing corresponding delegates to attend General Council based on e eligibility and capability.

B. Hmong District

Delegates representing GHAC at the Hmong District Conference will be appointed using the following guidelines:

1. Pastors. One member of the pastoral staff will need to stay and attend to the needs of the members.
2. If the Pastor is the chairman of the governance authority, the vice-chairman must also attend as a delegate.
3. The nominating committee will appoint additional delegates and present their names for approval during the annual meeting.
4. The number of delegates attending the Hmong District Conference will be determined by the governance authority annually.

**ARTICLE III – MEMBERSHIP
QUALIFICATIONS**

- 1. Confession of faith in Jesus Christ and evidence of regeneration.**
- 2. Belief in God the Father, Son and Holy Spirit; in the verbal inspiration of the Holy Scriptures as originally given; in the vicarious atonement of the Lord Jesus Christ; in the eternal salvation of all who believe in Him and eternal punishment of all who reject Him.**
- 3. Acceptance of the doctrines of the Lord Jesus Christ as Savior, Sanctifier, Healer, and Coming King.**
- 4. Full sympathy with the mission and core values of The Christian and Missionary Alliance and cooperation by systematic support of its work.**
- 5. Such other qualifications for membership as may be stated in the bylaws.**

PHAAJ III --TSWVCUAB

Feem 1: Kev Txais, Kev Rhu, Kev Tawm Kev Tswvcuab hab tshais Chaw

- A. Kev Txais Tswvcuab
Lub Rooj Tsaavxwm muaj cai txais tswvcuab rua huv pawgntseeg.
- B. Kev Rhu Tswvcuab
Lub Rooj Txwjlaug muaj cai rhu tswvcuab tawm yog ib tug/yim tswvcuab twg tsis coj lawv le kevcai li-jchoj hab tsis muab kev koomteg rua kev qhuabntuag.
- C. Kev Tawm Tswvcuab
Txhua tus/yim tswvcuab yeej muaj cai tawm tswvcuab txhua lub sijhawm.
- D. Tswvcuab Tshais Chaw
Yog tug tswvcuab twg yuav tshais chaw moog rau lwm pawgntseeg, nwg muaj cai thov pawgntseeg ua ib dclaim ntawv povthawj (reference) rua nwg.

ARTICLE III-MEMBERSHIP

Section 1: Membership, Removal, Resignation and Relocation

- A. Membership
The governance authority has approval of all membership applications.
- B. Removal
The Board of Elders may remove from membership any member who fail to meet the standard requirements and/or as a result of disciplinary action.
- C. Resignation
Members have the right to resign his/her membership at any time.
- D. Relocation
Members relocating to another city /church can request a reference letter of attestation of membership.

Feem 2. Tswvcuab Huv Pawgntseeg

Ua lawv le tau teev ca huv pawgntseeg cov Policies hab Procedures has txug tug tswvcuab.

Feem 3. Tswvcuab Txujcai-Txhua tug tswvcuab kws ua kevcai rausdlej lawm muaj feem koom tau Yexus Rooj Mov.

A. Tug tswvcuab kws ua kevcai rausdlej hab muab 16 xyoo lawm muajcai:

1. Tawmsuab hab povntawv huv pawgntseeg tej rooj saablaaj.

B. Tug tswvcuab kws ua Kevcai rausdleg hab muab 18 xyoo rov saud:

1. Tawmsuab, pov ntauv hab taw tau lug rua kev xaivtsa ua thawjcoj tuav dlejnum huv pawgntseeg
2. Tug kws raug taw lug ua txwjlaug hab cov saib peevtxheej yuavtsum yog muaj 25 xyoos rov sau.
3. Tug kws muajcai tuav dlejnum huv pawgntseeg yog tug kws coj lub neej lawvle 1 Timautes 3:1-13

Section 2. Membership

Shall abide by Policies and Procedures for Membership set by GHAC.

Section 3: Membership Rights- All baptized members are eligible to participate in the Lord's 'supper.

A. Baptized Member and 16 years old shall have:

1. Full privilege of presenting views, debate & casting a ballot at the Annual Meeting.

B. Baptized members 18 years or older:

1. May be nominated and elected to an office in the church.
2. All nominees for the Elder Board and the Trustee Board must be at least 25 years of age.
3. Officers shall satisfy the scriptural standards for church leadership as stated in 1 Timothy 3:1-13.

- C. Tug Tswvcuab Kws Tsi Tau Ua Kevcai Rausdlej hab muaj 16 xyoo rov saud koom tsis tau Yexus Rooj Mov.
1. Muajcai tawmsuab hab povntawv huv pawgntseeg tej rooj saablaaj.
 2. Ua tsi tau thawjcoj hab tsis muaj cai tuav dlejnum huv pawgntseeg.

Feem 4. Kev Qhuab Ntuag

- A. Yog ib tug tswvcuab twg ua txhum Vaajlugkub, ua txhum Hauvpaug Koomhum Qeb Sab hab Hauvpaug Koomhum Moob tej kevcai, ua txhum pawgntseeg Grace Hmong Alliance Church tej kevcai, yog nwg tsi kaam nyob rua huv kev qhuab ntuag, lub Rooj Txwjlaug muaj cai muab nwg rhu tawm tswvcuab. Kev qhuabntuag tswvcuab siv lawvle Koomhum Qeb Sab Txujcai “*Uniform Policy for Discipline, Restoration and Appeal of the Christian and Missionary Alliance*”.

- B. Non-Baptized Members who are 16 years or older cannot participate in the Lord’s Supper.

1. Full privilege of presenting views, debate and casting a ballot.
2. Ineligible to hold any leadership position/offices in the church.

Section 4: Disciplinary Action

- A. Persons violating Biblical standards, National and Hmong District Constitutions and the Bylaws set forth by Grace Hmong Alliance Church; and unwilling to conform to disciplinary action taken under the *Uniform Policy for Discipline, Restoration and Appeal of the Christian and Missionary Alliance* can be removed from membership of Grace Hmong Alliance Church by the Board of Elders.

ARTICLE IV – ORDINANCES

Baptism and the Lord's Supper are recognized as the two ordinances of the church.

Believer's baptism by immersion is taught and practiced as the scriptural mode. The pastor or other elders shall oversee baptism. They shall provide the instruction about baptism and shall administer baptisms themselves or choose other spiritually respected people to do these ministries.

The Lord's Supper is administered regularly. The pastor or other elders shall oversee Communion. They shall provide the instruction about Communion and shall administer the Communion themselves or choose other spiritually respected people to do these ministries.

PHAAJ IV – KEVCAI COJ

Ua lawv le Koomhum Qeb Sab twb teev tseg lawm.

ARTICLE IV- ORDINANCES

Full compliance with the ordinances set forth in the Uniform Constitution.

ARTICLE V- GOVERNMENT

There shall be an annual meeting of the members of this church to be held at a time specified in the bylaws at which time the members shall receive reports of ministries including audited reports of the treasurers, and shall elect church officers, elders, and other members of the governance authority. Additional ministry positions shall be filled as specified in the local church bylaws. The governance authority, as specified in the local church bylaws, shall conduct the affairs of the church between annual meetings and shall be amenable to the membership and the district superintendent as constitutionally defined. Other meetings of the members may be called by proper notice to the membership as specified in the bylaws. On general church matters in which no legal questions are involved, it is understood that all members in good and regular standing who have reached the age of sixteen (16) years are entitled to vote, but in matters involving titles of property or legal procedure, the laws of the state determine the age at which members are eligible to vote.

PHAAJ V-COV TSAAVXWM

Feem 1: Rooj Saablaj Txwmxyoo

Pawgtseeg nuav yuav tau tsaab ib lub rooj saablaaj txwmxyoo ntawm lub 11 hlis (November). Lub sijhawm hab yuav muaj pistsawg zag tso rua Lub Rooj Tsaavxwm ua tug txavtxim sab.

Lub rooj saablaaj nuav yuav tau thaam hab txaisyuav cov homphaj dlejnum hab peevnyaj (Budget) kws yuav siv rua xyoo tshab, txais yuav cov Kevcai Lijchoj Ntxiv kws raug txhimkhu, hab lwmyaam dlejnum rua xyoo tshab.

Lub Rooj Tsaavxwm yog tug tswj lub rooj saablaaj txwmxyoo.

ARTICLE V - GOVERNMENT

Section 1: Annual Meeting

There shall be an Annual meeting in the month of November. The date (s) and times for these meeting shall be set by the Governance Authority.

The annual meeting shall include review, discussion and approval of the Annual Goals and Budget, amended Bylaws and other affairs of the church as approved by the governance authority.

The governance authority shall preside and conduct the affairs of the annual meeting of the church.

Feem 2. Kev Tshaabxu Txwmxyoo
Pawgntseeg kev tshaabxu txwmxyoo
ntawm tej phaab xwsle: Lub Rooj
Tsaavxwm, Txivtsev, Namtsev, Tub-
Ntxhais Hluas, Phaab Cobqha Thwjtim,
Phaab Saib Peevtxheej, Phaab Xaa
Moo Zoo, hab lwm paab pawg huv
pawgntseeg yog tso rua Nubkaaj lub ib
(1) hlis ntawm lub xyoo tshab.

Feem 3. Sijhawm Ua Dlejnum
Txhua phaab tsaavxwm /kaavxwm kws
xaiv tau huv pawgntseeg yuav tau pib
ua dlejnum lawv le calendar year lub
1 hlis moog txug lub 12 hlis.

Feem 4. Kev Tuncua Cov Txwjlaug
Yog thaus twg muaj ib (1) tug
txwjlaug, tsaavxwm lossis kaavxwm
tau thov tawm, raug rhu, lossis taag
simneej lawm, Lub Rooj Tsaavxwm
muajcai nrhav dlua ib tug lug hloov
lossis nyob ntawm puab . Tomqaab
ntawd maam le tshaabxu rua pawg-
ntseeg paub.

Feem 5. Kev Tswj Rooj Saablaaj
Pawgntseeg nuav yuav tswj rooj
saablaaj moog lawvle Robert's Rules of
Order.

Section 2. Annual Reports

Annual Reports will be provided by: The govern-
ance authority, Alliance Men Ministries, Alliance
Women Ministries, The Youth Ministries, Disci-
pleMaking Ministries, Trustees, Missions Ministry
and other ministries/offices in *January of the new
year*.

Section 3. Term of Service

All elected members of the governance authority
and all officers of the church ministries shall
commence their annual duties based on the Calen-
dar year (January 1st thru December 31st.)

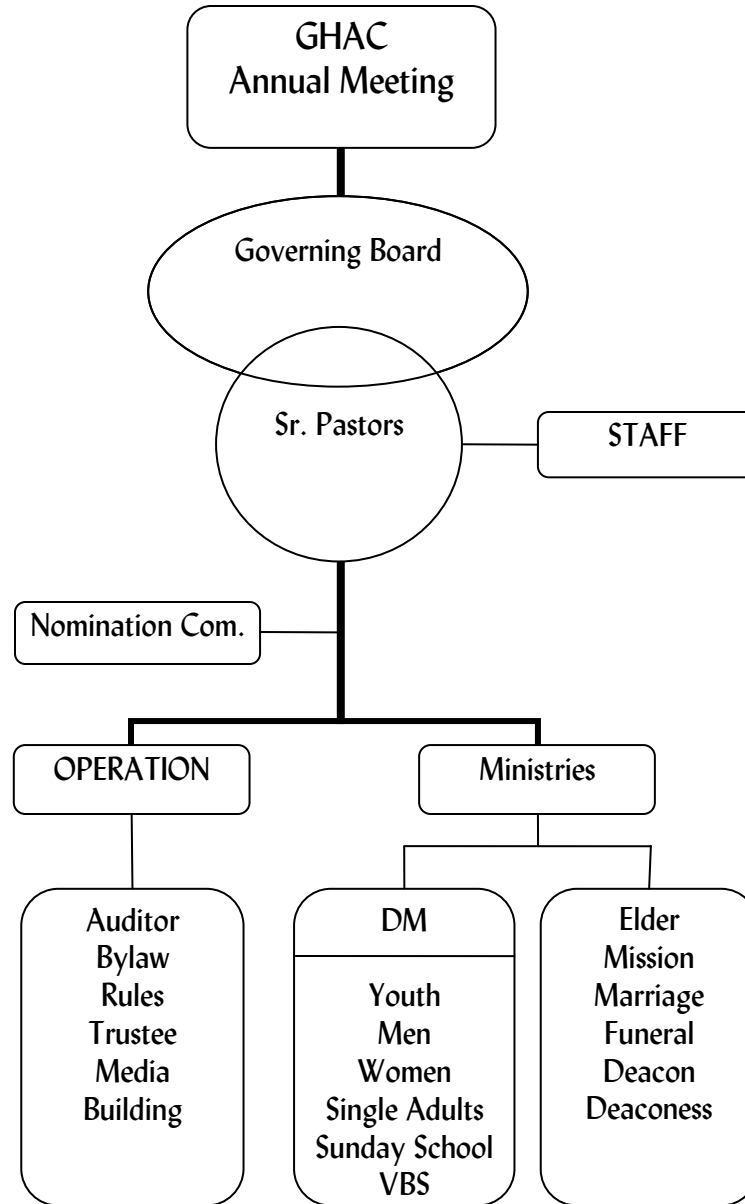
Section 4. Vacant Office

Upon vacancy of an office in the governance au-
thority as a result of resignation, removal or death,
the governance authority has the right to appoint a
replacement member or execute decisions at their
discretion.. The governance authority shall make
known to the church the accepted resolution.

Section 5. Annual Meeting Precedence

Grace Hmong Alliance Church will govern its an-
nual meeting in accordance with "Roberts Rules of
Order".

ORGANIZATIONAL FLOW CHART



ARTICLE VI –LOCAL CHURCH GOVERNANCE AUTHORITY

Section 1. General. Each local church shall structure its governance authority in accordance with the governing documents of The Christian and Missionary Alliance, the definition of elder authority, the bylaws of the district, and the laws of the state in which the church is located. The members of the governance authority shall satisfy the scriptural standards for church leadership and shall be members of this church.

The senior pastor shall be chairman or, at his request, the governance authority shall elect an elder as chairman. An elder shall also be elected as vice chairman. Meetings shall be held for prayer and business, and abbreviated minutes shall be reported to the church as the church may decide. Special meetings may be called by the chairman or by written request of one-half of the governance authority membership. All officers, committees, and organizations, except the Nominating Committee, are amenable to the collective oversight of the elders.

PHAAJ VI-LUB ROOJ TSAAVXWM HUV PAWGTSEEG

Pawgtseeg Grace Hmong Alliance Church nuav pomzoo siv SINGLE BOARD SYSTEM WITH A MAJORITY OF ELDERS.

Feem 1. Lub Npe: Lub Rooj Tsaavxwm ntawm pawgtseeg nuav muaj lub npe hu ua Lub Rooj Tsaavxwm.

Feem 2. Pistsawg Leej: Lub Rooj Tsaavxwm nuav yog muaj 13 leeg.

Feem 3. Cov Nyob Huv Lub Rooj Tsaavxwm: Yog muaj tug Thawj Xwbfwb (Senior Pastor), 10 tug txwjlaug (elders/pastors) kws yog txivneej, tug Teevntawv, hab tug Canyon. Lawv le Constiution Phaab VI. Xwbfwb yog tug tswjrooj saablaaj (Chairman). Tabsis yog xwbfwb tsi leeg yuav lub meejmom Tswjrooj, lub Rooj Tsaavxwm yuav tau xaiv ib tug txwjlaug ua tug tswjrooj saablaaj. Tsis taag le, yuav tau xaiv dlua ib tug txwjlaug ntxiv lug ua tug paab tug Tswjrooj Saablaaj (Vice-Chairman).

ARTICLE VI—LOCAL CHURCH GOVERNANCE AUTHORITY

Grace Hmong Alliance Church has adopted the SINGLE BOARD SYSTEM WITH A MAJORITY OF ELDERS as the Governing model.

Section 1. Name: The governing body at Grace Hmong Alliance Church shall be named the “Governance Authority”.

Section 2. Number of Members: The Governance Authority Board shall consist of 13 members.

Section 3: The Governance Authority board shall consist of the following: The senior pastor, 10 (elders/pastors)-all men, the Secretary and the Treasurer.

Section 2. Removal. In consultation with the district superintendent and the senior pastor, any officer or auxiliary official, except licensed pastoral staff, of this church, whether elected at the church annual meeting or appointed by the governance authority, or any individual member of the governance authority, may be removed by a two-thirds majority vote of the governance authority and the approval of the district superintendent if, in the judgment of the governance authority, the best interests of this church will be served thereby.

Feem 4. Puab le noob nyoog ua dlejnum yog 2 xyoos. Thaum xaivtsaa cov txwjlaug, yuav tau xaiv kem ib xyoos twg 5 leeg (taagnrho yog 10 leej). Cov Txwjlaug yuav tsum yog txivneej xwb. Dlua le lwm tug tsaavxwm huv Lub Rooj Tsaavxwm yog txivneej lossis quaspuj los tau.

Feem 5. Kev Saablaaj. Txhua zag kws yuav muaj saablaaj, cov tsaavxwm yuav tsum tuaj koom kuas txug ob feem peb (2/3) mas txhaj le saablaaj tau.

Feem 6. Dlejnum. Lub Rooj Tsaavxwm teg dlejnum yog saib rau phaab ntsujplig, homphaj dlejnum, kev siv nyajtxag hab saib txhua paab kaavxwm cov dlejnum kuas ua rua pawgntseeg luj hlub. (Txhais tawm ntawm Consitution, Section 1).

A. Lub Rooj Tsaavxwm yuav tau muaj kev saablaaj, kev thov Vaajtswv, hab tshaabxu rua pawgntseeg ib hlis ib zag lossis nyob ntawm pawgntseeg pumzoo.

B. Kev saablaaj tshwjxeeb ntawm lub Rooj Tsaavxwm yuav tsum yog tug thawj tswjrooj ua tug hu lossis ib nraab ntawm cov tsaavxwm pumzoo kuas muaj saablaaj.

C. Yog thaum pawgntseeg muaj tej yaam dlejnum yomceev, cov tuav dlejnum (Phaaj VII) muaj cai txav txim sab ua teg dlejnum ntawd kuas tav. Tom qaab ntawd, maam le tshaabxu rua lub Rooj Tsaavxwm paub.

Section 4. The term of office shall be 2 years. Election of the (5) elders shall rotate annually for a total of (10) elders. The Elders shall consist of ALL men. Other offices of the governance authority can be held by men or women.

Section 5. Meeting Quorum. 2/3 quorum (officers) of the governance authority must be present for any meeting to commence.

Section 6. Duties of the Governance Authority: They shall serve as overseers to the spiritual affairs, temporal affairs, the goals and budget, and other ministries within the church.

(See Constitution, Section 1)

C. In the event of an emergency, the officers (see Article VII) shall execute the duties required and shall report such actions to the governance authority. Refer to Uniform Constitution.

ARTICLE VII-OFFICERS

The officers shall be members of this church and shall satisfy the scriptural standards for church leadership. They shall consist of the following who, with the exception of the senior pastor, shall be elected at the annual meeting of the church: senior pastor, secretary, treasurer, assistant treasurer, and such other officers as may be designated in the church bylaws or in the state law.

PHAAJ VII – COV TUAV DLEJNUM

Lawv le Article VII huv phau Constitution, Cov tuav dlejnum yog: Thawj Xwbfwb, tug Teevntawv, tug Canyon, tug Paab Canyon hab tug Lwm Tswjrooj kuas muaj 5 leeg.

ARTICLE VII- OFFICERS

The officers include: Senior Pastor, Secretary, Treasurer and Assistant Treasurer and the Vice-Chairman to make a total of five (5) officers.

ARTICLE VIII – PASTORAL STAFF

The governance authority shall not give consideration to any candidate for the pastoral staff without the approval of the district superintendent. Pastoral staff members shall be called by the governance authority and appointed by the district superintendent. The district superintendent shall suggest to the governance authority the names of such workers as in his judgment have proper qualifications for pastoral staff. Upon appointment by the district superintendent, a pastoral staff member and spouse become members of this church. Pastoral staff include all those whose position calls for licensing as an "official worker," as defined in the General Regulations in the *Manual of The Christian and Missionary Alliance*.

Any member of the pastoral staff may resign from this church by giving due notice of this intention to the district superintendent and the governance authority. The governance authority may, in conjunction with the district superintendent, ask for the resignation of any member of the pastoral staff. Before such action is taken, the governance authority and that member shall follow the guidelines as prescribed by the district superintendent. The district superintendent, with the approval of the District Executive, shall have the authority to remove or transfer a member of the pastoral staff when the governance authority is in disagreement or whenever

PHAAJ VIII-COV XIBFWB

A. Kev paabcuam Xwbfwb

Kev paabcuam xwbfwb hab cov ua dlejnum rua pawgntseeg tso rua lub rooj tsaavxwm ua tug txavtxim sab seb yuav paab le caag lawv le pawgntseeg muaj cuabkaav paab tau.

ARTICLE VIII –PASTORAL STAFF

A. Pastoral Care

The governance authority shall have oversight over all review and implementation of pastoral care and duties, as applicable.

circumstances make such removal or transfer advisable.

ARTICLE IX – DUTIES OF CHURCH OFFICERS

Section 1. Senior Pastor. The senior pastor shall have oversight of this church. He shall be chairman of the governance authority except as he may choose to proceed according to the provisions in Article VI. He shall preside at all regular or special meetings of the church membership. He is a member ex officio of all church committees and organizations. When the membership has no pastor, the chairman or vice chairman of the governance authority shall have oversight of the church in conjunction with the district superintendent. The senior pastor shall be the president of this church where such office is required by law.

Section 2. Secretary. The secretary shall keep the minutes of membership meetings and conduct the correspondence of this church as directed by the governance authority. The secretary shall attend and keep minutes of other meetings as specified in the local church bylaws.

PHAAJ IX.-DLEJNUM NTAWM COV TUAV MEEJMOM

Siv le Uniform Constitution teev ca lawm xwb.

ARTICLE IX- DUTIES OF CHURCH OFFICERS

See Uniform Constitution declarations.

Section 3. Treasurer. The treasurer shall receive all monies of this church and shall be responsible for the payment of all bills on the order of the governance authority as specified in the local church bylaws, keeping proper book records of all transactions, and filing canceled vouchers and receipts for payments made. The governance authority shall determine where funds of this church shall be kept. No offerings shall be solicited from the membership except upon approval of the governance authority.

Section 4. Missionary Treasurer. When required by local church bylaws, the missionary treasurer shall account for all missionary monies and oversee the forwarding of the same to the treasurer of The Christian and Missionary Alliance on or before the tenth of the following month.

Section 5. Assistant Treasurer. The assistant treasurer shall, with another person or persons appointed by the governance authority, be responsible to count all monies and keep a separate record of all receipts. The assistant treasurer may be empowered to issue receipts to the donors.

ARTICLE X – COMMITTEES AND ORGANIZATIONS

Section 1. Elders. The elders shall be male members of this church and shall be elected as specified in the church bylaws. With authority from Christ the Chief Shepherd and confirmed by the church membership, the pastor and the other elders are the highest level of servant leadership in the local church. As undershepherds, elders shall serve with the senior pastor to oversee the local church and its ministries to accomplish Christ's mission. They shall constitute the Committee on Membership. They shall be the Committee on Discipline in accordance with the Uniform Policy on Discipline, Restoration, and Appeal of The Christian and Missionary Alliance.

Section 2. Deacons. The deacons shall be members of this church and shall be appointed or elected as specified in the local church bylaws. The deacons shall have charge of those ministries and charities of the church as

Specified in the bylaws, receive offerings for such purposes and dispense the same, and make monthly reports as directed. Where there are no deacons, the governance authority shall assume responsibility for their ministries until such are elected or appointed.

PHAAJ X-TEJ PAAB PAWG

Feem 1. Cov Txwjlaug-yuav lawv le Uniform Constitution.

Feem 2 hab 3. Cov Txiv Ncignum hab Nam Ncignum. Cov Txiv Ncignum yog muaj yaamsawg tsib (5) leeg hab cov Nam Ncignum yog muaj yam tsawg yog tsib (5) leeg.

A. Puab yog cov paab kaavxwm xaivtsahuv pawgntseeg taw coj lug rua lub rooj saablaaj txwmxxyoo nrug pumzoo. Lub Rooj Tsaavxwm maam le xaa ib tug txwjlaug lug ua tug thawj tswjrooj rua ob paab nuav.

B. Puab teg dlejnum yog saib rua pawgntseeg cov tswvcuab txujkev tu ncuva, txomnyem hab saib cov nyaj txag kws tau txais lug paab rua qhov nuav.

ARTICLE X - COMMITTEES AND

ORGANIZATIONS

Section 1. See Uniform Constitution declarations.

Section 2 and 3. Deacons and Deaconesses. Deacons shall consist of a minimum of five (5) members and the Deaconesses shall consist of a minimum of five (5) members.

A. Members of this ministry shall be appointed by the Nomination Committee for approval by the church members at the annual meeting. An Elder from the governance authority will be appointed to be the chairman for this ministry group.

B. This ministry shall oversee all donations and services contributing towards the (needy/poor) members of the church.

Section 3. Deaconesses. Deaconesses shall be members of this church and shall be appointed or elected as specified in the bylaws. The deaconesses shall have charge of those ministries as specified in the bylaws. Where there are no deaconesses, the governance authority shall assume responsibility for their ministries until such are elected or appointed.

Section 4. Trustees. The trustees shall be members of this church and may be appointed or elected as specified in the local church bylaws. Trustees shall have charge of those ministries and duties as specified in the bylaws, or the laws of the state in which the church is located. Where there are no trustees, the governance authority shall assume responsibility.

Section 5. Missions Committee. A Missions Committee shall be appointed by the governance authority as specified in the local church bylaws. The purpose of the Missions Committee is to assist the pastor in administering the year-round missions program, planning and promoting the annual Missions Conference, recruiting candidates, and promoting the financial and prayer support of the worldwide ministry of The Christian and Missionary Alliance.

C. Puab noobnyoog ua dlejnum yog (1) xyoos.

Feem 4. Cov Kaavxwm Saib Peevtxheej. Cov Kaavxwm nuav yog muaj tsib (5) leeg. Puab yog paab kaavxwm xaivtsaa taw lug rua rooj saablaaj txwmxyoo povntawv xaiv lawvle numtswv kevcai. Tug thawj rua paab kaavxwm nuav yog xaiv lug ntawmsuab feemcoob huv rooj saablaaj txwmxyoo. Thaum xaiv tau lawd, puab maam le moog xaiv puab tug teevntawv. Puab lub noobnyoog ua dlejnum yog ob (2) xyoos.

Feem 5. Paab Kaavxwm Xaa Moo Zoo

Paab kaavxwm Xaa Moo Zoo nuav yog muaj tsib (5) leeg. Lub Rooj Tsaavxwm yog cov taw puab lug rua Lub rooj saablaaj txwmxyoo nrug , tshwj tug Canyon yog Pab Kaavxwm Xaivtsaa yog cov tawnpe lug rua lub rooj saablaj txwmxyoo pov ntawv xaiv. Tomqaab xaiv tau puab lawd, thawj xwbfbw lossis thawj tswjrooj maamle teem sijhawm hu puab tuaj xaiv tug thawj hab tug teevntawv rua puab. Puab lub noobnyoog ua dlejnum yog ib (1) xyoos tshwj tug Canyon lub noobnyog txhaj yog ob (2) xyoos.

C. The term of service shall be 1 year.

Section 4. Board of Trustees. The Board of Trustees shall consist of (5) members. Members of this board will be nominated by the Nomination Committee for election at the annual meeting. The chairman for this board shall be elected by the church members at the annual meeting. The Trustee board will elect the Secretary. The term of service is two (2) years.

Section 5. Missions Committee. The Missions Committee shall consist of 5 members. The governance authority shall appoint the members and submit them for approval at the annual meeting, EXCEPT for the Treasurer. The Missions Treasurer shall be nominated by the Nominations Committee and be elected. The Senior Pastor or the Chairman of the governance authority will call a meeting with the committee to appoint a Chairman and Secretary for the committee. With the exception of the Treasurer, whose term of service is two (2) years, all other members of the Missions Committee has a term of service of one (1) year.

Section 6/7. Sunday School/Bible Teaching/Disciplemaking Ministry. Each church shall have a Sunday school or a comparable disciple-making ministry. The mission of discipling ministries is to bring people to a saving knowledge of Christ, teach biblical principles emphasizing missions and the centrality of Christ as Savior, Sanctifier, Healer, and Coming King, and equip people for evangelism and Christian service. The DM Council shall oversee the discipling ministries for children, youth, and adults.

Section 8. Alliance Women Ministries. Local church Alliance Women Ministries may be established. They shall be organized according to the Alliance Women Ministries Local Constitution as outlined in the *Policy and Procedure Manual for Districts and Churches*. Alliance Women Ministries is organized to promote fellowship, outreach, and prayer among the women and encourage support and prayer for Alliance missionaries and worldwide ministries.

Section 9. C&MA Men's Ministry. A C&MA Men's Ministry may be established in the local church. It shall be organized according to the Local Constitution of C&MA Men's Ministry as outlined in the *Policy and Procedure Manual for Districts and Churches*. C&MA Men's Ministry is committed to discipling men in and through C&MA churches.

Feem 6/7. Cov Kaavxwm Cobqha Thwjt看. Tug xwbfbw Cobqha Thwjt看 yuav tau taw cov kaavxwm lug rua lub Rooj Tsaavxwm nrug pumzoo. Puab le noobnyoog ua dlejnum yog ob (2) lub xyoos. Yog thaus twg pawgn-tseeg tsis muaj tug xwbfbw rau phaab Cobqha Thwjt看 nuav lawm, lub Rooj Tsaavxwm maam le taw tug thawj hab cov kaavxwm rua phaab cob qha thwjt看.

Feem 8. Tug Thawj Namtsev. Tug Thawj Namtsev yog paab kaavxwm xaiv-tsaaw taw lug rua lub rooj saablaaj txwmxyoo povntawv xaiv. Nwg le noobnyoog ua dlejnum yog ob (2) xyoos. Dluale lwm tug kaavxwm tso rua cov namtsev maamle xaiv lawvle puab cov kevcai lijchoj.

Feem 9. Tug Thawj Txivtsev. Tug Thawj Txivtsev yog paab kavxwm xaiv-tsaaw taw lug rua lub rooj saablaaj txwmxyoo povntawv xaiv.. Nwg noobnyoog ua dlejnum yog ob (2) xyoos. Dluale lwm tug kaavxwm yog tso rua thawj txivtsev maamle taw lug rua Rooj Tsaavxwm nrug.

Section 6/7. Disciplemaking Ministry
The DM Pastor will appoint the officers for the DM department and submit them for approval by the governance authority. The DM committee's term of service is two (2) years. In the absence of a DM pastor, the governance authority shall preside over the appointing of officers for this ministry.

Section 8. Alliance Women Ministries- Director. The Director of AWM will be nominated by the Nominations Committee and elected at the Annual meeting. The term of service shall be two (2) years. All other officers of the AWM shall be elected as specified in the AWM By-laws and policies.

Section 9. Alliance Men Ministries-Director. The AMM Director will be nominated by the Nominations Committee and elected at the Annual meeting. The term of service shall be two (2) years. All other officers of the AMM shall be appointed by the AMM Director and submitted to the governance authority for approval.

Cov hluas huv pawgntseeg yog ib (1) feem nyob huv phaab kev Cobqha Thwjt看. Txujcai Tsaavxwm hab kaabke ua dlejnum ntawm cov hluas yog siv lawvle cov kaabke ua dlejnum ntawm Koomhum Hluas huv pawgntseeg (Policy of Grace Hmong Alliance Youth Ministry).

A. Cov hluas nuav muaj lub Youth Board kws yog muaj yam tsawg xyaa (7) leej.

B. Lub board nuav muaj tug Youth Pastor, Secretary, Treasurer, Junior High Adm. Staff, Senior High Adm. Staff, College & Career Adm. Staff hab ib (1) tug tuavxaam. Tug xwbfbw hluas maam le hu puab tuaj sis ntsib hab xaiv cov tuav dlejnum.

C. Cov kws yuav lug nyob rua huv lub Youth Board yuavtsum muaj noobnyoog 18 xyoo rov sau.

D. Txuj cai Tsaavxwm hab kaabke ua dlejnum ntawm cov hluas yog siv lawvle cov kaabke ua dlejnum Koomhum Hluas huv pawgntseeg (Policy of Grace Hmong Alliance Youth Ministry).

E. Lub Youth Board nuav tug Youth Pastor yog tug taw coj lug rua lub Rooj Tsaavxwm nrug .

F. Puab le noobnyoog ua dlejnum yog ob (2) xyoos.

Feem 11. Cov Hluas Kawm Qeb Sab/Ua Dlejnum Lawm

Cov hluas, College & Career, yog ib feem dlejnum ntawm tug xwbfbw hluas. Nwg yuav tau npaaj nrhav kev coj hab cobqha puab.

Youth Ministry is an ancillary committee of the Disciplemaking Ministry. The Policies and Procedures used to govern the Youth Ministry shall be those established within the church under (Policy of Grace Hmong Alliance Youth Ministry).

A. A Youth Board, shall be established with a minimum of seven (7) members.

B. The Youth Board shall comprise of the Youth Pastor, Secretary, Treasurer, Junior High Adm. Staff, Senior High Adm. Staff, College & Career Adm. Staff and one (1) Advisor.

C. Youth Board members must be at least 18 years old.

D. The governance of the Youth Ministry shall be in compliance with the policies established in “Policy of Grace Hmong Alliance Youth Ministry).

E. The Youth Pastor shall appoint the Youth Board members and submit them for approval to the governance authority.

F. The Youth Board members term of service is two (2) years.

Section 11. College & Career

The College and Career Ministry is a subsidiary ministry of the Youth Pastor. He shall provide spiritual oversight for this group.

Pawgntseeg nuav muaj peb (3) tug tshuaj nyajtxag. Puab peb (3) tug nuav yog Lub Rooj Tsaavxwm huv pawgntseeg ua cov taw. Puab le noobnyoog ua dlejnum yog ib (1) xyoos.

Feem 13. Paab Kavxwm Saib Kev Pehawm Vaajtswv

Cov Kaavxwm Saib Kev Pehawm Vaajtswv yog muaj yaam tsawg tsib (5) leeg. Puab yog Lub Rooj Tsaavxwm huv pawgntseeg ua cov taw. Thawj xwbfbw maamle teem sijhawm hu puab tuaj saablaaj hab nrhav tug thawj hab tug teevntawv rua puab. Tomqaab xaiv tau taag lawm, puab maa le taw ib paab lug ua cov coj nkauj pehawm Vaajtswv (Praise & Worship) hab lwmyaam num kws nyob huvqaab kev Tsaavxwm ntawm paab kaavxwm nuav. Puab lub noobnyoog ua dlejnum yog ib (1) xyoos.

Feem 14. Phaab Kaavxwm Tswj Txujcai Saablaaj & Suav Tuabneeg

Cov Kaavxwm Tswj Txujcai Saablaaj hab Suav Tuabneeg nuav yog muaj peb (3) leeg. Puab yog Lub Rooj Tsaavxwm huv pawgntseeg ua cov taw. Thawj xwbfbw maamle teem sijhawm hu puab tuaj hab nrhav tug thawj rua puab. Puab lub noobnyoog ua dlejnum yog peb (3) xyoos.

The auditors shall consist of three (3) members, appointed by the governance authority. Their term of service is one (1) year.

Section 13: Worship Committee

The Worship Committee shall comprise of at least five (5) members, appointed by the governance authority. The Senior Pastor shall call the first meeting to appoint the Chairman and Secretary. Subsequently, the committee has the right to appoint other members or committees to lead corporate Praise and Worship as well as other duties assigned in the church policy. The term of service for this committee is one (1) year.

Section 14. Committee on Rules

The Committee on Rules shall consist of three (3) members, appointed by the governance authority. The Senior Pastor shall call the first meeting to appoint the Chairman of this committee. The term of service for this committee is three (3) years.

Section 12. Auditors

Feem 12. Cov Tshuaj Nyajtxag

Feem 15. Phaab Kaavxwm Tshoobku & Plujtuag

Cov Kaavxwm Tshoobkug hab Plujtuag yog muaj tsib (5) leeg. Puab yog lub Rooj Tsaavxwm huv pawgntseeg ua cov taw. Thawj xwbfbw maam le teem sijhawm hu puab tuaj saablaaj hab nrhav tug thawj hab tug teevntawv rua puab. Puab muaj cai nrhav lwmtug lug paab leg dlejnum. Puab tegnum yog muab Hauvpaug Koomhum Moob cov Kev Tsaavxwm rua Kaabtshoob kev kug hab Plujtuag coj lug siv rua huv pawgntseeg kuas ua moog lawvle HKM cov kevcai. Puab lub noobnyoog ua dlejnum yog ob (2) xyoos.

Feem 16. Phaab Kaavxwm Kevcai Lijchoj Ntxiv

Phaab Kaavxwm Kevcai Lijchoj ntxiv nuav yog muaj (6) leej hablub Rooj Tsaavxwm huv pawgntseeg ua cov taw. Thawj xwbfbw maam le teem sijhawm hu puab tuaj saablaaj hab nrhav tug thawj hab tug teevntawv rua puab. Puab lub noobnyoog ua dlejnum yog pib (3) xyoos.

Feem 17. Phaab Media

Phaab Media nuav muaj yam tsawg tsib (5) leeg. Tug thawj ntawm paab kaavxwm nuav yog Lub Rooj Tsaavxwm ua cov taw. Paab kaavxwm nuav yog muaj tug thawj, tug saib audio/sound, tug saib rua video, tug graphic designer hab tug cameraman. Thaum xaiv tau tug thawj lawd nwg maamle moog taw lwmtug lug nyob rua cov meejmom sau nuav. Paab nuav tsis teem caij nyoog ua dlejnum.

Section 15. Weddings and Funerals Committee

Members of the Weddings and Funerals Committee shall comprise of five (5) members and shall be appointed by the governance authority. The Senior Pastor shall call the first meeting to appoint the Chairman and Secretary. The committee shall appoint additional members to assist in the implementation of duties as applicable (for weddings and funerals). The “Policies and Procedures for Weddings and Funerals” established by Hmong District shall govern the actions of this committee. The term of service is two (2) years.

Section 16. Bylaw Committee

The Bylaw committee shall comprise of (6) members and be appointed by the governance authority. The Senior Pastor shall call the first meeting to appoint the Chairman and the Secretary. The term of service is three (3) years.

Section 17. Media Committee

The Media committee shall comprise of five (5) members. The governance board will appoint the Chairman for this committee. This committee shall delegate a lead person for each of the following areas: Audio/Sound Tech, Video, Graphic Designer and cameraman. The Chairman has the right to appoint additional members as needed. The term of service is indefinite. Upon resignation of the chairman, the Governance authority shall appoint a new chairman.

Phaab Media nuav ua num nrug Phaab Saib Kev Pehawm Vaajtswv uake tsi has thaus pehawm Vaajtswv lossis huv tej rooj txhawbsab kws pawgntseeg muaj.

Thaum tug thawj thov su, lub Rooj Tsaavxwm mam taw dlua lwm tug lug hloov nws chaw.

Feem 18. Lwm Phaab Kaavxwm
Lub Rooj Tsaavxwm huv pawgntseeg muajcai taw lwm phaab kaavxwm lug ua dlejum ntxiv lawvle puab pum hastas tsimnyog.

The Media committee shall work in collaboration with the Worship committee to accomplish all ministerial services required by the church.

Section 18. Other Committees
The governance authority shall create/appoint other committees as needed for the services in the church.

ARTICLE XI. MISSIONS CONFERENCE

A mission conference shall be held annually for the promotion and support of the worldwide work of The Christian and Missionary Alliance.

PHAAJ XI. – ROOJ TXHAWB KEV XA MOO ZOO

Pawgntseeg yuav tsum npaj ib lub Rooj lug Txhawb Kev Xa Moo Zoo, ib xyoo twg ib zag. (Txhais lug ntawm Constitution Article XI.)

ARTICLE XI-BYLAWS-MISSIONS CONFERENCE

See Uniform Constitution.

ARTICLE XII. PROPERTY AND RECORDS

Section 1. Property. This church may acquire, own, dispose of, improve, encumber, and convey property, real and personal, for church purposes, in conformity with the laws of the state where the property is situated.

Real property may be purchased, sold, conveyed, exchanged, mortgaged, or encumbered only by order of the membership through the governance authority in consultation with the district superintendent. In states where trustees are required, the order of the membership shall proceed through them

Section 2. Records. The official records of all officers of the church and all its departments are the property of the church. In the event of the death or resignation of the incumbent or upon the election of his successor, the current records of the office shall be passed on to the newly elected officer. All records other than current shall be kept in a secure repository selected by the governance authority.

PHAAJ XII.—QUB TXEEG QUB TEG HAB NTAUB NTAWV

Ua lawv le Uniform Constituion twb teev tseg.

ARTICLE XII. BYLAWS-PROPERTY AND RECORDS

See Uniform Constitution.

Section 3. Audit. All financial records shall be examined annually or at more frequent intervals on order of the governance authority. At least three persons, none of whom is a financial officer or church staff member, shall be appointed by the governance authority to conduct the examination. They shall follow procedures set forth in the current edition of the *Manual for Alliance Church Treasurers (and Pastors)*. The governance authority shall authorize actions to conform with additional audit standards that may be required by the jurisdiction in which the church is located.

ARTICLE XIII. NOMINATING COMMITTEE

A Nominating Committee shall consist of the senior pastor, two elected by but not necessarily from the governance authority, and two elected from the church membership at large, as stipulated by the local church bylaws, at least one month prior to the annual meeting. Members of the Nominating Committee shall be members of this church.

PHAAJ XIII. PAAB KAAVXWM XAIV TSAA

Cov Kaavxwm Xaivtsaa nuav yog muaj tsib (5) leeg, xwsle: Tug thawj xwbfbw, ob (2) tug kws yog Lub Rooj Tsaavxwm taw lug hab ob (2) tug kws yog pawgntseeg xaiv. Tug thawj xwbfbw yog tug tswjrooj hab xaiv ib (1) tug lug ua tug teevntawv. Thaus taw tau tej tug rua cov meejmom hab pawgntseeg taw tau npe lug ntxiv lawm, puab yuav tau coj lug tshaabxu rua pawgntseeg yaamtsawg ib (1) lub limtam uantej yuav xaiv. Maam le rov nyeem cov npe nuav ib zag ntxiv huv pawgntseeg lub Rooj Saablaaj txwm xyoo, ua ntej xaivtsaa.

Puab teg dlejnum xaus tomqaab pawgntseeg xaivtsaa tau txhua tug lug tuav dlejnum lawv le kev xaivtsaa huv rooj saablaaj txwmxyoo.

ARTICLE XIII. NOMINATING COMMITTEE

The Nominating Committee shall consist of the senior pastor, two (2) members appointed from the governance authority and two (2) elected from the church member at large. The senior pastor shall preside as the Chairman and a secretary shall be appointed. The Nomination Committee shall submit the first reading of names and second reading of names at least one (1) week before the ballot casting. The third reading of names shall be conducted at the annual meeting prior to ballot casting.

The Nominating Committee's term of service ends when the Annual Election is complete.

ARTICLE XIV. ELECTIONS

In consideration of elections, the Nominating Committee shall present at least one name for each office to be filled. Other nominations may be made from the membership. The officers shall be elected by ballot at the annual meeting. Where only one name is presented, the ballot may be waived by unanimous vote.

PHAAJ XIV-KEV XAIVTSAA

Feem 1. Cov Kws Yuav Lug Ua Dlejnum
Tug kws tsimnyog yuav lug ua thaw-coj, Vaajtswv txujlug yeej teev meej nyob rua huv 1 Timothy 3:1-13 hab Titus 1:6-9 lawm. Nwg yuav tau xyum coj lubneej puvnpo Vaajtswv tug Ntsujplig hab lawvle cov nqai Vaajlugkub sau nuav. Tsi taagle, nwg yuav tsum yog tug tswvcuab kws kubsab paab paw-gntseeg.

Feem 2. Kev Tawmsuab, Tawnpe Ntawm Cov Tswvcuab

- A. Txhua tug tswvcuab kws muaj 16 xyoo rov saud muaj cai tawmsuab hab taw npe lug rua kev xaiv tsa.
- B. Ua ntej ib tug tswvcuab yuav tawmsuab/taw npe, nws yuav tsum tsaa tes hab fim tug tswjrooj. Tug tswjrooj tso cai, nwg mam le has tau.

ARTICLE XIV.– ELECTIONS

Section 1. Qualifications for Office

The Spiritual Qualifications as stated in 1 Timothy 3:1-13 and Titus 1:6-9 will be the standards used for nominations of church officers. Each nominee must be a person full of the spirit of God, lives according to the statutes in these verses and has shown faithfulness in serving the members of the church .

Section 2. Motions/ Nominations

- A. All members 16 years old and older shall have the right to present views and submit nominees for the opened offices.
- B. Any member wishing to present a view/nominate a candidate must raise his/her name, announce his/her name and acknowledge the Chairman of the meeting. Upon permission the view/nominee may be announced.

- C. Nyob rua huv ib nqai twg/ib lub meejmom twg tsuas pub ib tug has tau ib zag/taw tau tuab leeg xwb.
- D. Tsuas pub taw cov kws tuaj koom rooj saablaaj hab yog tug kws tub nrug thaam ua ntej lawm. Tsis pub sawv lwm tug cev taw npe.
- E. Tsis pub taw cov kws paab kaavxwm xaivtsaa tub tawnpe rua ib teg dlejnum lawm.
- F. Paab Kaavxwm xaivtsaa tsi muajcai tawnpe nyob huv lub rooj saablaaj txwmxyoo.

Feem 3. Kev Pov ntawv Xaiv

- A. Lub meejmom twg kws pawgntseeg tsi tawnpe lug ntxiv, ces tsi taag yuav povntawv xaiv. Tsuas yog thov suab pumzoo txug suab feemcoob lug ntawm lub rooj saablaaj xwb tau lawm.
- B. Nyob rua ib lub meejmom twg, tsuas pub ib tug tswvcuab suamnpe tau rua ib leeg xwb.
- C. Yog muaj sisnpaug ntawm ib lub meejmom twg, yuavtsum povntawv xaiv ntxiv kuas muaj tug yeej.
- D. Txhua tug kaavxwm kws raug povntawv xaiv, yog leejtwg tau suab ntau dlua ces tug ntawd yog tus tau txais meejmom.
- E. Cov kws muaj cai xaiv paab kaavxwm saib peevtxheej yuav tsum muaj noobnyoog 18 xyoo rov saud.

C. Each member is allowed to address an item once /nominate one name per office only.

D. All nominees must be present at the annual meeting and must accept the nomination. Absentee /Substitute nominees are not permissible.

E. Persons nominated for an office by the nomination committee CANNOT be nominated for other offices.

F. The nominating committee is not permitted to nominate from the floor.

Section 3. Ballots

A. All offices that do not have additional nominees from the floor do not require ballots. A quorum of majority approval from the floor will be required for acceptance of nominee.

B. Each member shall be granted one ballot per office.

C. In the event of a tie, ballots shall be re-cast until a winner is declared.

D. Offices that have multiple nominees will require ballots; the nominee with the most ballots shall be declared the winner.

E. Members casting ballots for the Board of Trustees must be at least 18 years of age.

ARTICLE XVI-BYLAWS

Church bylaws not in conflict with this Constitution, the provisions of the Bylaws of The Christian and Missionary Alliance, or the laws of the state are required and will be adopted by a duly called meeting of the church. As a minimum, the church bylaws will include provisions for the composition and name of its governance authority that is in keeping with Article VI above. A copy of such bylaws shall be filed with the district superintendent.

KEVCAI LIJCHOJ NTXIV- PHAAJ XVI

Npaj lawv le Uniform Constitution tau qha.

ARTICLE XVI-BYLAWS

See Uniform Constitution

ARTICLE XVII – AMENDMENTS

This Constitution may be amended only by the General Council of The Christian and Missionary Alliance, in accordance with the provisions of Section 10.2 of the Amended and Restated Constitution and Bylaws of The Christian and Missionary Alliance as applied to the Uniform Constitution for Accredited Churches.

PHAAJ XVII-KEV HLOOV

Feem 1. Pawgntseeg Kev Pumzoo

Tsaab Kevcai Lijchoj Ntxiv nuav tsuas yog hloov, khu hab ntxiv tau huv lub rooj saablaaj txwmxyoo lossis rooj saablaaj tshwjxeeb nrug pawgntseeg kws yog tau suab txug ob feem peb (2/3) ntawm cov tuaj koom saablaaj mas txhajle hloov tau.

Feem 2. Hauvpaug Koomhum Kev

Yog hastas Koomhum Qeb Sab lossis Hauvpaug Koomhum Moob hloov lossis ntxiv kevcai lijchoj nqai twg, tshooj twg, Lub Rooj Tsaav xwm yuav tau muab xaa moog rua paab kaavxwm Kevcai Lijchoj Ntxiv huv pawgntseeg koj moog khu hab xaa rua pawgntseeg nrug paub xwb.

Feem 3. Cov Kaabke Ua Dlejnum

Cov kaabke ua dlejnum ntawm txhua phaab kaavxwm huv pawgntseeg yog tso rua Lub Rooj Tsaavxwm ua cov saib, khu hab hloov lawvle puab pum hastas tsimnyog.

ARTICLE XVII- AMENDMENTS

Section 1. Local Church Approval

Bylaws may be amended at the Annual meeting or at “special meetings” but must be approved by a (2/3) quorum of the members present.

Section 2. National/ District Approval

Any amendments to the Uniform Constitution by the National or District Office shall be submitted to the Local governance authority for review and amendment to the church bylaws. The governance authority shall make known such amendments to the local church members.

Section 3. Policies/Procedures

The governance authority shall have the oversight, review and amendment rights to all policies within the local church as needed.

ARTICLE XV- REVERSION OF PROPERTY

Recognizing the purpose of the members of this congregation to support both the doctrines and the mission of The Christian and Missionary Alliance through the contributions of their tithes, offerings, and special gifts, and to ensure that the future use of such assets and real property as this church may from time to time acquire shall not be diverted from this purpose, this church adopts the following property reversion clause.

1. Property Reversion Events. Any of the following shall constitute a "property reversion event:" (a) the decision or action of this church to disaffiliate or otherwise separate itself from The Christian and Missionary Alliance without the prior written approval of such decision or action by the District Executive Committee (or its equivalent) of the district in which this church is located, (b) the failure for any reason of this church to be subject to or abide by any of the purposes, usages, doctrines, or teachings of The Christian and Missionary Alliance, (c) the failure for any reason of this church to qualify as an "accredited church" of The Christian and Missionary Alliance (as such term is defined in the bylaws of The Christian and Missionary Alliance), or (d) the termination of this church's existen

for any reason.

- 2. Determination of a Property Reversion Event.** The determination of whether a property reversion event has occurred shall be considered and decided by the District Executive Committee (or its equivalent) of the district of The Christian and Missionary Alliance in which this church is located in accordance with procedures established from time to time by the Board of Directors of The Christian and Missionary Alliance. The decision of such District Executive Committee (or its equivalent) shall be final and binding on The Christian and Missionary Alliance, the district The Christian and Missionary Alliance in which this church is located, and may not be challenged by any party in the absence of fraud, collusion, or arbitrariness.
- 3. Consequences of a Property Reversion Event.** Upon the occurrence of a property reversion event as determined in accordance with item 2 above, legal title to all real and personal property (tangible and intangible), appurtenances, fixtures, and effects of whatever type then owned, held, or used by this church, without regard to how or from whom acquired, shall, upon the demand of the district of The Christian and Missionary Alliance in which this church is located, revert to and become the property of such district of The Christian and Mission

Alliance. During the period of time between the occurrence of the property reversion event and the complete and final transfer of legal title to the district of The Christian and Missionary Alliance in which this church is located, this church shall hold such property in trust for such district to be used exclusively to further the purposes, usages, doctrines, and teachings of The Christian and Missionary Alliance.

4. Waiver of Certain Property Reversion Events. In the event of a property reversion event attributable to differences in doctrine between this church and The Christian and Missionary Alliance, the property reversion process set forth above may be waived upon the approval of (a) at least two thirds of the active, attending members of this church, (b) the District Executive Committee (or its equivalent) of the district of The Christian and Missionary Alliance in which this church is located, and (c) Church Ministries of The Christian and Missionary Alliance.

**ARTICLE XVIII – CONFORMANCE
WITH APPLICABLE LAW**

In cases where any provision of this Constitution may not conform to state laws, the district concerned shall be authorized to make such adjustments as necessary in counsel with the vice president for Church Ministries of The Christian and Missionary Alliance so as to conform to such laws.

KHU KEVCAI LIJCHOJ NTXIV

Yog leejtwg muaj lug nug lossis pum tejyaam nyob rua huv phoo kevcai lijchoj ntxiv nuav tsi meej hab xaav kuas paab kaavxwm koj moog khu, thov **sau ntawv** moog rua paab Kaavxwm Kevcai Lijchoj Ntxiv hab xaa moog rua qhovchaw nyob nraag nuav:

Grace Hmong Alliance Church
Re: Bylaw Committee
1418 S. Layton Blvd.
Milwaukee, WI 53215

BYLAW AMENDMENTS

Please submit all questions/inquiries relating to the current Bylaws or submission of requests for changes **in writing** to the By-law Committee for consideration at the address below:

Grace Hmong Alliance Church
Re: Bylaw Committee
1418 S. Layton Blvd.
Milwaukee, WI 53215