

BYLAWS

of

The Church of God Pentecostal, Incorporated



Revised Edition

April 2024

Acknowledgement

Senior Presiding Bishop, Bishop Johnny J. Young would like to acknowledge and thank the dedicated Bylaws Amendment Committee for their untiring commitment, insight, ideas and suggestions. This reflects great ownership, connection and passion this committee has for The Church of God Pentecostal. These bylaws represent the dedication, prayers and vision of The Church of God (Pentecostal), Incorporated as we press on to becoming a world-class church.

Special thanks to the following individuals for your time and dedication in assisting with revisions to our recent edition:

Bishop Herbert B. Cunningham
Bishop James H. Hudson, Ph.D.
Bishop Jonathan J. Young, DMin.
Missionary Zelma Bullock
Missionary Dionne Thomas
Sister Giselle Hudson
Sister Leslie Young
Sister Jamilla Harris, Esq.

The Church of God Pentecostal, Incorporated

Bylaws

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Write to: Publications, The Church of God Pentecostal, and International Corporate office:

109 West Buckthorn Street
Inglewood, California 90301

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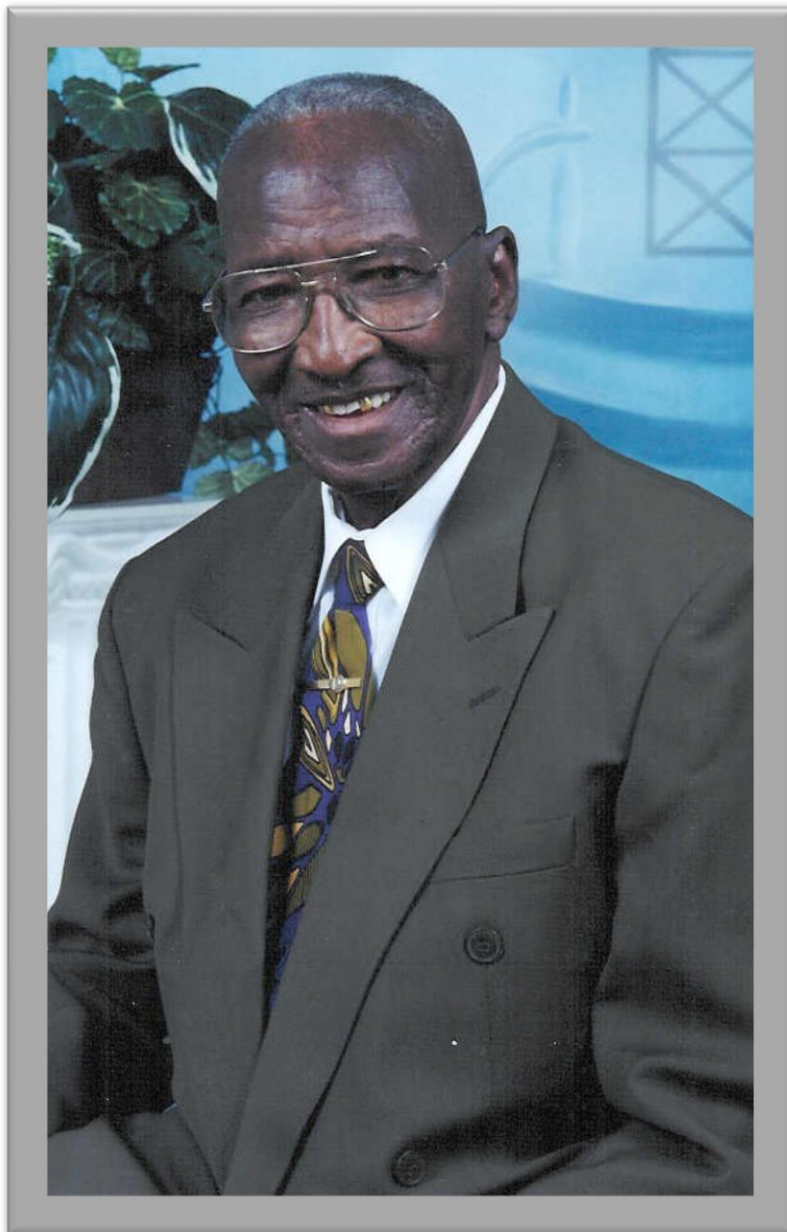
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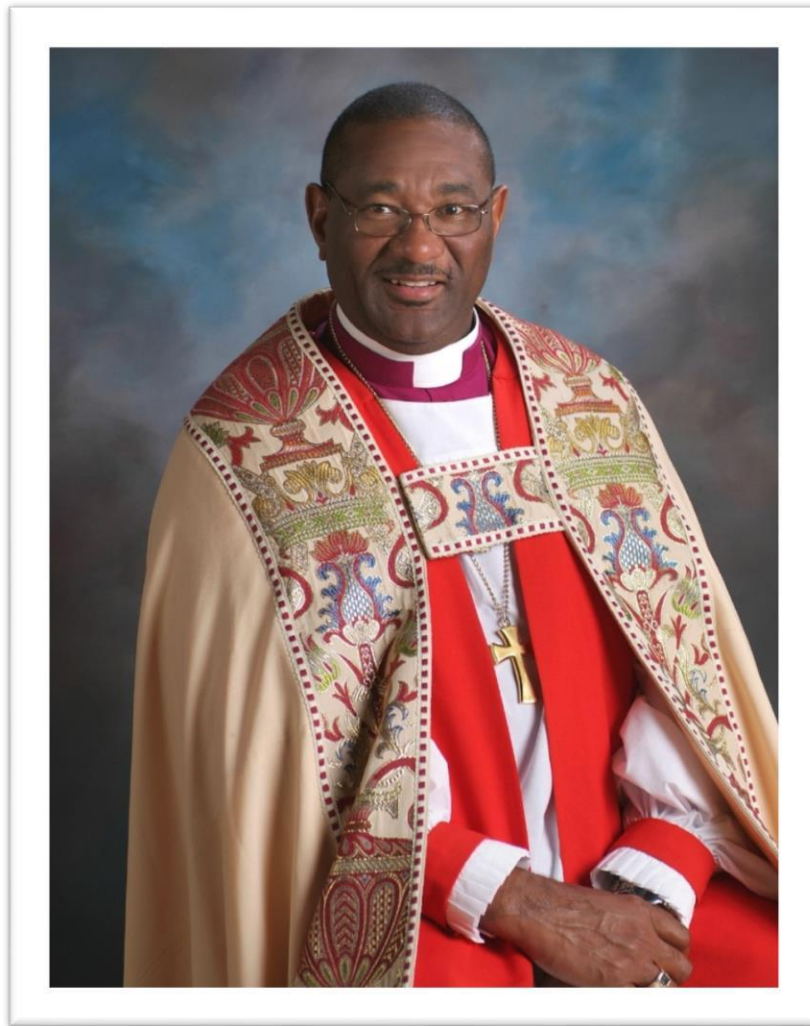
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The Late Bishop E.D. Davis
Founder

(Presiding Prelate from 1929 to August 19, 2006)



Bishop Johnny J. Young, Ph.D.

Presiding Prelate / Chief Apostle / Chief Executive Officer

(August 19, 2006 to present)



THE EARLY HISTORY

(As conveyed by Mother Minnie Davis, the mother of Founder Bishop E.D. Davis, D.Min.)

In the year of our Lord, 1920, in the spring, in Winnsboro, Louisiana, Mother Davis was invited to a revival by some white neighbors who were saints. In those days in Louisiana, the white and Negro people didn't mix, even in church. I first took my oldest daughter in the buggy and went to a revival held in a tent that was in a rural area. Being a Negro, I could not get close to the tent. But from the distance I was, I could hear the Gospel. I realized that my life was not in accord with what I heard; therefore, my soul was stirred. Each and every night I got a chance, I went back to the tent, as far as I could get, and heard the gospel from night to night. I was not allowed to go to the altar in the tent, so one of the white sisters, Sister Sophia Armstrong, slipped me into her home to further instruct me and to tarry for the Holy Ghost. I did not receive the Holy Ghost that year, but I did not give up my conviction. Elder James L. Daniel, who is now gone to be with the Lord, heard the Gospel from the same people and received the baptism of the Holy Ghost. He came to our home and stayed with us a little while, and I continued to tarry until September, 1921, on a Friday night. I had my first real experience with the Lord. I had an experience on the tongues. This was an experience that even the time has not erased from my memory. Elder James Daniel was whipped by some white people in the community and was told to get away. This was to prevent more Negro people from hearing the Gospel. After he was saved, he was called into the ministry and began to preach to us. After he was ran away, I was the only Negro saved in the community; so I took my children, had them sit around in the house or under a tree and had service with them for two years. People said I was crazy, that I was a "holy roller", and that I was raising a house full of crazy children because I was teaching them the way of the Lord. I was not discouraged by the mean things that were said about me. I kept my conviction in Jesus.

One morning I was awakened and began to feel good in the spirit. I had begun to receive literature from the Church of God in Nashville, Tennessee. This particular morning, the Lord gave me to write to the headquarters about my condition; as I wrote, I was in the spirit. The National Convention was in progress at the time. When my letter was received, it was read to the entire convention. I was told later that the saints began to rejoice and speak in tongues and praise the Lord. After the convention was over, they sent Elder T. A. Sears, a preacher, to where I was and we began to have a wonderful time together.

We would search the scriptures daily and in our searching, we both found that the Church of God was the true name of the Church. This was the beginning of my knowledge of the Church of God. Elder T. A. Sears left and for seven years, I was without a leader. I continued on with the Lord and with my children. In 1935, Elder James Daniel came back to us and baptized me and my children in the name of the Lord Jesus. I moved from Winnsboro to Fort Necessity. Our church was located in Gilbert. Many times, we would walk to church, a distance of fifteen miles, twice on Sunday. We would get there in time for Sunday school and have service early and walk home by night. This we did Sunday after Sunday until we later moved.

1929-1967 – The Late Mother Minnie Davis served as the first National Mother.

In 1938, we moved to Pine Bluff, Arkansas. We bought a lot at 3100 West 11th St. and built a church. Many souls were saved; many were healed; many were delivered of various afflictions caused by Satan. Elder E. D. Davis, my son who received the baptism of the Holy Ghost in 1929, became our leader. In 1943, Elder E. D. Davis went to Delhi, Louisiana and started a church. Many were saved, delivered, and blessed of the Lord. In 1944, Elder E. D. Davis went to Dixon Mills Alabama and began a work there. Souls were saved, delivered and blessed of the Lord; a work that has stood until now.

In 1949, Elder E. D. Davis went to Prichard, Alabama and started a church there. The Church in Prichard became the National Headquarters, and the mother church, in later years.

The Church of God Pentecostal was organized and chartered by the state of Arkansas on September 8, 1950. In 1961, the mother church was moved to Prichard, Alabama and chartered. Bishop E. D. Davis became Senior Bishop.

1967-68 – Mother Emma Jackson became the 2nd National Mother.

1968-1993 – Mother Lucille Singleton served as the first National Supervisor.

1993-2008 – Mother Lucille Singleton became the 3rd International Mother

1993-2008 – Missionary Lucille Riddle served as the 2nd Women Supervisor.

1993-1996 – Missionary Sue Beville served as the Women Chairlady.

1996-2001 – Mother Stella Pearl Dunning-Davis served as 2nd Women Chairlady

2002-2006 – Mother Pearl Dairy became the 3rd Women Chairlady.

1993-2007 – Bishop Johnny J. Young served as National Secretary.

In 1991, Senior Bishop E.D. Davis received his Honorary Doctorate degree from MTI of Inglewood, California.

April 2002 – Senior Bishop E.D. Davis presented his vision to build a 5,000-seat Temple.

July 14, 2002 – Bishop E.D. Davis celebrated his 90th Birthday.

August 19, 2006 – Bishop E.D. Davis along with the National Council elected and appointed Bishop Johnny J. Young as the Senior Presiding Bishop. Council member, Bishop Dow Perry termed this appointment as a Joshua appointment as the second leader to lead the children of Israel. The Council unanimously charged Bishop Johnny Jasper Young to “take the Church of God Pentecostal to the next level and next dimension as their second leader in 78 years.

August 11, 2007 – An inaugural banquet will be held at the Mobile Convention Center where there will be an official *Passing of the Baton* from Founding Bishop E.D. Davis to Bishop Johnny J. Young.

October 8, 2007 – Our Founder the Late Bishop E.D. Davis went home to be with the Lord at the ripe age of 95.

October 20, 2007 – Our National Homegoing Celebration for our late founder was held at the Mobile Civic Center auditorium with a seating capacity of approximately 14, 000. This Funeral was the first to be held at this site.

Updated April 2024

October 8-November 18, 2007 – The National Organization observed 40 days of mourning the passing of our founder, Chief Apostle, Senior Bishop who provided 78 years of charismatic leadership for this august body as the first leader as a Moses.

November 23, 2007 – The National Council held a Special Council session in Mobile, Alabama at the Battle House Hotel Executive Hospitality Suite. Holy Communion and feet washing were administered by Senior Bishop Young.

April 2008-2018 – Bishop George E. Moore, Sr. was appointed National Executive Secretary.

April 2008 – Elder Karl B. Wallace was appointed Assistant National Executive Secretary.

April 2008 – Bishop-Elect Cornelius Bryant was appointed National Treasurer and Director of Real Estate.

April 2009 – Missionary Annie Pearl Moore-Poellnitz was appointed Women Supervisor

April 2009-2018 – Missionary Lillie B. Davis-Quinney was appointed as the 4th Women Chairlady

April 2009-2018 – Bishop Roosevelt Beville was appointed National Chairman

April 2009 – Bishop Lumon C. Williams was appointed Assistant National Chairman

November 29, 2012

- Bishop George Moore was appointed 1st Administrative Assistant to Senior Bishop
- Bishop James H. Hudson was appointed 2nd Administrative Assistant to Senior Bishop
- Pastor Noah Wesley Rocker, Jr. was appointed – Chief of Staff to the 1st Administrative Assistant & International Executive Secretary
- Executive Pastor Jonathan Johmel Young was appointed Chief of staff to the 2nd Administrative Assistant & International Director of Credentials and Licensing

April 2013

- Missionary Merline Rocker was appointed International Women Supervisor
- Pastor Anthony Carlgren was appointed International Treasurer

Approved – (04/18/08) (04/19/13)

April 2017

- Bishop James Henry Hudson was appointed International Assistant Chairman
- Sister Trinetta Davis Law was appointed International Executive Secretary

April 2018

- Bishop-Elect Jonathan Young was appointed International Chief of Staff
- Pastor Robert Campbell was appointed International Treasurer
- Pastor Rollen Edwards was appointed International Assistant Treasurer
- Missionary Zelma Bullock was appointed International Women Supervisor
- First Lady Giselle Hudson was appointed International Women's Chairlady
- Missionary Dionne Thomas was appointed International Executive Secretary

January 2021

- Bishop Herbert Bernard Cunningham – National Trustee, Midwestern Diocese Prelate / Residential Agent for State of Michigan
- Bishop James Henry Hudson – International Chairman
- Bishop Jonathan Johmel Young – International Assistant Chairman
- Elder Joseph Dyson – Voting Council Member of Midwestern Diocese
- Bishop Antonio Davis – Transfer from SWD to Northeastern Diocese as a Voting Council member
- Elder Magellan Harris, Sr. – Voting Council Member of Southwestern Diocese
- Pastor / Dr. Cameron Mays – National Executive Elder and International Youth Advisor
- Bishop Richard Bullock – Midwestern Diocese Chairman

April 2022

- Senior Bishop Johnny Young, National Trustee/Residential Agent of Alabama, and California
- Bishop James H. Hudson – National Trustee, International Chairman, Northeastern Diocese Prelate/Residential Agent – State of Pennsylvania
- Bishop Jonathan Young – Chief of Staff, International Assistant Chairman
- Bishop Charles H. Bradford – National Trustee, Residential Agent – State of Louisiana
- Bishop Herbert Cunningham – National Trustee, Midwestern Diocese Prelate, Residential Agent for State of Michigan
- Pastor Anthony Thomas, Sr. – Senior Pastor of Overcome Church of God Pentecostal & Church of God Pentecostal – Telegraph Road, Chief Adjutant to Chief Apostle
- Pastor Maurice Johnson – Chief Adjutant to Chief Apostle
- Bishop Antonio Davis – Residential Agent – State of Illinois
- Deacon Ricornal Edwards – International Sunday School Superintendent
- Sister Eden Johnson – International Youth Advisor
- Sister Josslyn Young – International Executive Coordinator of Real Estate

April 2024

- Bishop-Elect Anthony Thomas, Sr. – National Trustee, Senior Pastor of Overcome Church of God Pentecostal & Church of God Pentecostal – Telegraph Road, Chief Adjutant to Chief Apostle
- International Youth President – Vacant
- International SWCC & YWCC President – Vacant
- International Accountant – Vacant

Update April 2024

MISSION STATEMENT

The Mission of The Church of God (Pentecostal), Incorporated is to ensure that every member, saint and disciples at large excel as productive saints of God in fulfilling the Great Commission of our Lord and Savior Jesus Christ.

Acts 1:8 – But ye shall receive power, after that the Holy Ghost is come upon you: and ye shall be witnesses unto me both in Jerusalem, and in all Judaea, and in Samaria, and unto the uttermost part of the earth.

*Matthews 28:18-20 – And Jesus came and spake unto them, saying, All power is given unto me in heaven and in earth. **19**Go ye therefore, and teach all nations, baptizing them in the name of the Father, and of the Son, and of the Holy Ghost:*

***20**Teaching them to observe all things whatsoever I have commanded you: and, lo, I am with you always, even unto the end of the world. Amen.*

PURPOSE

As a dynamic, vibrant, united, anointed, spirit-filled and growing organization of Churches proclaiming the Word of God, we purpose, “To Meet the Total Need of Man” physically, emotionally, and spiritually and go about throughout the United States of America and foreign countries making disciples of Christ by:

- Attracting & leading the unsaved to Christ.
- Encouraging saints to consecrate themselves to God’s purpose in their lives.
- Providing a positive climate in which personal spiritual growth and worship occur.
- Equipping, nurturing, mentoring, training and developing Believers for effective ministry to reach throughout the United States of America and foreign countries.

THE APOSTLE CREED

I believe in God the Father almighty, maker of heaven and Earth; and Jesus Christ his only Son our Lord; who was conceived by the Holy Ghost, born of the virgin Mary, suffered by Pontius Pilate, was crucified dead and buried, the third day he rose again from the dead; he ascended into heaven, and sitteth on the right hand of God, the Father almighty; from thence he shall come to judge the quick and the dead.

I believe in the Holy Ghost; being baptized in Jesus Name; the communion of the saints; the forgiveness of sin; the resurrection of the body; and the life everlasting. Amen.

CONFESSION OF FAITH

I'm now releasing my faith, by confessing this to be the greatest day of my life. This is the day that the Lord has made; I will rejoice and be glad in it. I am a recreated being, "Old things have passed away and all things have become new." I am created into His glorious image and likeness: I am His workmanship and I am complete in Christ, I am full of His Spirit and divine power, I am God's property. I have been bought with the blood of the Lord Jesus Christ.

Therefore, I am free from the curse of the law. Sin, Sickness, Poverty, Fear, Doubt, Worry, Confusion and all that Satan represents, shall not have any dominion over me. I am prospering in my spirit, my soul, my body, and my finances, for I am a liberated person. Jesus said that I would know the truth and the truth shall make me free.

I am standing fast, in the liberty wherein Christ has made me free. I am expecting God to meet all my needs, and to do super abundantly above all I dare to ask, hope, dream or desire in every area of my life. I speak directly to every mountain of satanic adversity in my life and command them to go! They cannot stand! They must go in Jesus Name! Through the abundance of God's grace, I have received the gift of righteousness. For I am the righteousness of God in Christ Jesus.

Praise the Lord! I am now reigning in this life by Christ Jesus. Today, I worship Him with all my heart, soul and strength. I lift up my voice and my hands, in praises and adoration to His glorious name for He is worthy of praise, and He has made me worthy to praise His name!

Approved - 04/18/08

PREAMBLE

Greetings in the name of Jesus!

Praise the Lord, members of The Church of God (Pentecostal), Incorporated.

"Take heed therefore unto yourselves, and to all the flock, over which the Holy Ghost hath made you Overseers to feed the Church of God, which He hath purchased with His own blood". Acts 20:28.

This book is dedicated to the memory of my mother, Minnie E. Davis who has been an influence in my life and first led me to the knowledge of Holiness. It was through her faithfulness to God and to her family that caused me to think on my way. One day, at the age of seventeen, I had a personal experience with Jesus and acknowledged him as my personal Savior. A few years later, I was called to the ministry to preach deliverance to lost souls, a calling I have enjoyed through the years.

Mother Minnie E. Davis proved to be faithful to God and to The Church of God Pentecostal until her death, August 14, 1967.

After searching the Scriptures, I was led to compile these things that you will find in the bounds of the covers of this book. Indeed, I am grateful to the Board of Bishops and Overseers. The wise man Solomon said, "In all thy getting, get understanding." This book will express our understanding and interpretation of the Sacred Scriptures.

Under the new leadership of Senior Bishop Johnny J. Young, the articles are being amended and was adopted and approved, unanimously by the National Council at its meeting on April 18, 2008 in Sacramento, California where National Finance chairman and National Trustees, Bishop Lumon C. William is our host Pastor.

*The Late Dr. /Bishop E. D. Davis **Founder***

*Bishop Johnny J. Young, Ph.D. **Chief Apostle / Chief Executive Officer / Senior Presiding Bishop***

Approved - 04/18/08

Edited / Approved – 04/22/2011

CERTIFICATE OF INCORPORATION

STATE OF ALABAMA CITY OF MOBILE

We, Bishop E. D. Davis, 353 McGee Street, Prichard, Alabama; Overseer L. W. Williams, 1934 Diamond Drive, Prichard, Alabama; Overseer Floyd Langer, 350 Joseph Street, Prichard, Alabama; Elder Theodore Scott, 1521 Plover Street, Mobile, Alabama; incorporators of The Church of God (Pentecostal), an unincorporated religious body in the city of Mobile and state of Alabama, do hereby certify as follows:

The undersigned constitute the Board of Incorporators of said Church of God Pentecostal, an unincorporated religious body, having duly and regularly elected as such Incorporators of said Church by a specially called Convocation of said Church assembled on the 4th day of September 1961.

Signifying their intention to become incorporated under the provisions of Title 10, Chapter 10, Article 3; Sections of the Code of Alabama Revised Edition, the following resolution was duly and regularly adopted by members of the Convocation of said Church of God Pentecostal in a specially called session of said Convocation assembled on the 20th day of September 1961.

"BE IT RESOLVED....."

1. That the Board of Directors of The Church of God Pentecostal, an incorporated religious body in the city of Mobile, state of Alabama, be, it further resolved that they are hereby authorized and directed to immediately take and perform any and all necessary steps and actions to incorporate said Church under and in conformity with the laws of the state of Alabama, and the provisions, rules and regulations of The Church of God Pentecostal.
2. That the name of said Church, upon the filing of the certificate, shall be The Church of God Pentecostal, Incorporated.
3. That the address of the corporation's initial registered office is [REDACTED]; and the initial registered agent at said address shall be Bishop E. D. Davis. As of October 8, 2007 the address of current registered agent (Bishop Johnny J. Young) is [REDACTED]. As of July 6, 2018, Bishop Johnny J. Young, is the new registered agent.
4. That the number of Trustees of said church shall be five (5) and their names and addresses are, to-wit:
Bishop Charles Bradford [REDACTED]
Bishop Johnny J. Young [REDACTED]
Bishop James H. Hudson [REDACTED]
Bishop Herbert B. Cunningham [REDACTED]
Bishop-elect Anthony Thomas [REDACTED]
5. That with the exception as is hereinafter set forth in Paragraph 7, below, the length of time for which the above mentioned Trustees shall serve, shall be during good behaviors, death, resignation, appointment by the Chief Apostle of a person or persons to succeed or take the place of any trustee or trustees, or removal for cause, said cause shall be determined by a duly called International Council and Board of Bishops Convocation which shall determine the sufficiency of said cause to remove the trustee in question. A two-thirds (2/3) majority vote of members present and voting to remove said trustee shall be the present senior Bishop and General Overseer of said church. He shall also be the present Chief Apostle of said Church.
6. That the said Church shall have its Headquarters in the city of Prichard, County of Mobile; and, state of Alabama. Said Headquarters is hereby designated as the parent church whose address is 818 Telegraph Road. The parent church is hereby authorized to have branch, sister, or subordinate churches that shall be controlled by and subject to the rules and regulations as determined by the parent church. The said parent church may establish churches in the state of Alabama, District of Columbia, and other states, territories, colonies, territorial possessions, and dependencies of the United States and in any and all foreign countries.
7. That in addition to any other powers given to him by vote, constitution or otherwise, the Chief Apostle / Senior Presiding Bishop shall have control over the parent church which is designated above. He shall be the sole arbiter of the affairs of said parent church and his rulings shall be with the concurrence of the National Council majority. **The parent Church at headquarters local operations shall be under the auspices of the Southern Diocese Bishop.**

8. That all members, among other things must affirm and attest to the following, to-with:
 - a. That in accordance with James 2:10-11 and Exodus 10:13, chapter and verses in the Holy Bible, they do not believe in the taking of human life or lives.
 - b. That in accordance with II Corinthians 10:3-4, chapter and verses in the Holy Bible, they do not believe in and will seek peaceably to restrain from bearing arms.
9. That the object and purpose of the church shall be to hold divine services, to elect and ordain officers, to elect, call and ordain ministers and Evangelists, and to send out Pastors, missionaries and teachers to all parts of the world.
10. That the church shall conduct its operations always in strict conformity with the teachings of Christ and shall do and perform religious rites, including the solemnization of marriages and the burying of the dead.
11. That the said church shall act under and in conformity with the laws of the state of Alabama, as amended and supplemented; and the corporation shall have and exercise, in addition to the powers herein set forth, all powers from time to time vested in or permitted to such corporations by the laws of the State of Alabama. We accept the Bible as the inspired Word of God as the ultimate authority in matters of Faith, doctrine and Christian Living. Marriage is a biblical institution established by God as clearly described in the scriptures. The Church recognizes that marriage is the uniting of one Man and one Woman in covenant commitment for a lifetime. Accordingly, this Church, its Pastors, Elders, Ministers, staff and members will not participate in same sex unions or same sex marriages, nor shall its property or resources be used for such purposes (Approved Feb. 23, 2015),
12. That the duration of the corporation shall be perpetual.
13. The International Corporate Office of the Senior Bishop, Bishop Johnny Young, is 109 West Buckthorn Street, Inglewood, California 90301. (August 19, 2006)

[In testimony whereof, we, the Board of trustees whose names are set forth above, hereunto set their hands and seals on the 23rd day of September 1961].

The current Board of Trustees and directors whose names and signatures are set forth below, of the Church Of God Pentecostal are:

Bishop Charles Bradford

Bishop Johnny J. Young

Bishop Herbert B. Cunningham

Bishop James H. Hudson

Bishop-elect Anthony Thomas

Approved - 04/18/08

Edited / Approved – 04/22/2011; February 23, 2015 / July 2018 / January 16, 2021/ April 19 2024

THE CHANGE OF TITLE

The corporate title shall be The Church of God (Pentecostal), Incorporated. Its headquarters shall be 818 Telegraph Road, Prichard, Alabama 36610.

The International Corporate office is located at The Church of God Pentecostal – 109 West Buckthorn Street, Inglewood, California 90301.

THE CHURCH CONSTITUTION

We, the members of The Church of God (Pentecostal), Incorporated, believe the Holy Scriptures, the Old and New Testaments, to be an infallible rule of Christian faith and practice in accordance with the principles of our faith and government. We hereby modify our By-Laws and Constitution.

NAME OF THE CHURCH

The name of the Church shall be called The Church of God (Pentecostal), Incorporated; Acts 20:28. Pentecostal is not part of the name of the Bible church as such, but is to denote our belief in the experience of tongues as the day of Pentecost; Acts 2:4. We believe that tongues are for a sign; I Corinthians 14:22- "Wherefore tongues are for a sign, not to them that believe, but to them that believe not..." and an evidence to them that believe. Those that believe know about the tongues and have had an experience of them and know what to expect. Therefore, they wait on the Lord until he confirms the Baptism of the Holy Ghost through the tongues. We find that whenever there was the descending of the Holy Ghost, it is connected with tongues; Acts 2:11; 10:46; 19:6.

Approved & Amended - 04/18/08 Edited / Approved – 04/22/2011

ARTICLE 1

Section A – The Chief Executive Officer

In addition to any other powers given to him by vote, constitution, or otherwise, the Chief Apostle shall have control over the Parent church as indicated in the certificate of incorporation. He shall be the arbiter of the affairs of said Parent Church and his rulings shall be with the approval of the council. The General council, with the chief executive officer, shall exercise the authority over all affairs of the general subordinate churches and their rulings shall be conclusive. The Chief Executive Officer is the Senior Presiding Prelate and the Chief Apostle.

Section B – Succession of the Chief Executive

The line of succession of the Chief Executive shall be as follows:

In the event of disablement or death, the Chairman or Assistant Chairman of the assembly shall fill the office as the acting chief executive officer until the general council convenes. The election of the new chief executive shall occur within the next six (6) months or at the next April council; whichever comes first. The CEO shall be elected based on the criteria set forth below by the majority vote of the Pastors' council and the final voting of the Staff of Bishops and voting National council members. (Approved & Amended 04.26.2019)

(a) Eligibility Criteria for Selection of Chief Executive officer

1. Chief Executive officer should be selected from the qualified staff of diocese Bishops. Qualified State, Jurisdictional and Auxiliary Bishops may be considered.
2. Bishop should have a proven work and a minimum of eight (8) years as a successful diocese / state Bishop with a minimum of three churches in his diocese.
3. Bishop should have served as the Diocese Presiding Prelate of a minimum of eight (8) Diocese / State Holy Convocations.
4. Bishop should have a minimum of twelve (12) years of active Pastoral service within The Church of God Pentecostal, Inc.; including all prospective Bishops.
5. Bishop should have a track record of a minimum of eight (8) years of 90-100% contribution to the Annual National Assessment or the tithe of the tithe contribution from its membership.
6. Bishop should have a record of an active, sustainable and growing local membership over an eight (8) year period.
7. Bishop should have a track record and the ability to reach out, establish, pioneer and recruit other churches.
8. Bishop should have a proven history and satisfactory performance as a Pastor, National officer and Bishop as appraised and determined by the current Chief Executive Officer with concurrence of council.
9. Bishop should have a proven track record of a minimum eight (8) years of accountability to the current CEO and National Council.
10. Bishop should have a proven track record of Team building, Trust building, Morale building, Soul winning, Motivation and Influence.

(b) Age Requirement of Chief Executive Officer

1. The minimum age of a CEO should be the age of 50.
2. The Chief Executive Officer's maximum age for active service as CEO should be age 85.
3. At age 85, the CEO shall receive retirement benefits for life.
4. In addition to retirement benefits, retired CEO shall receive 50% of his last National official day offering or Annual honorarium for the duration of his life from the National Treasury, annually at the end of the International August Convocation. Upon the death of the retired CEO, his widow shall receive 50% of his last official day offering for one year only, his retirement benefits for life and a minimum of \$1,000 annually at the end of each August Convocation, as long as she remains a widow in good standing in the Church of God Pentecostal, Inc. . If she should die leaving children under eighteen years old, they shall receive the allowance until they become of age 21.

Quorum. It shall consist of two-thirds (2/3) of the council on the roster. A majority of the members having votes, which may be cast at any meeting, shall constitute a quorum at such a meeting. If a quorum is not present at any meeting of members, a majority of the members present may adjourn the meeting from time to time without further notice.

Section C – Senior Bishop

Nothing in the modified By-Laws and Constitution shall deprive the successor to the founder of his position and authority as Senior Bishop & Chief Apostle as long as his life is in accord with the Gospel of Christ.

Section D – General Welfare of Presiding Bishop

1. The Presiding Bishop should receive an annual honorarium or official day offering, plus travel, food and lodging during the International Convocation as determine by the National Council.
2. A retirement plan should be established for the senior Bishop and council members as determined by the Council.
3. Additional Life Insurance should be established for each eligible Bishop and council members with his spouse being a part A beneficiary and the National being a part B beneficiary as determined by the Council. Monthly Premium should be paid by the National treasury as a benefit of service.
4. Senior Presiding Bishop should visit each diocese once per year.

Section E – Tenure & Term Limits of Senior Bishop, Chief Apostle and Chief Executive Officer

1. The current senior Bishop shall have a ten (10) year first term - April 18, 2008 through April 2018, before the eight-year tenure is effective.
2. The CEO shall have an eight (8) year term.
3. The CEO may only be eligible for re-election for a maximum of three (3) terms of eight years, which amounts to a maximum of 24 consecutive years as CEO.

4. The Election is held every eight (8) years in the April council meeting or as necessary as a result of a vacancy.
5. Pastors of COGP, Incorporated who are in good standing will first conduct nominations from the Board of eligible Bishops and hold an election by a secret ballot conducted by an appointed adhoc committee from the Council, in which the four (4) candidates receiving the highest number of votes cast by members of the Elders and Pastors council present and voting are presented to the voting staff of Bishops and National Council for final election. All other candidates will be eliminated and not considered for the current election.
6. The National Council may at its sole discretion by a 2/3 vote add candidates for consideration to the ballot.
7. An election by secret ballot is conducted among the National Council and Staff of Bishops.
8. The Bishop who receives the majority of the number of votes cast by the national Council and staff of Bishops becomes the Chief Executive Officer, Senior Presiding Bishop and Chief Apostle and immediately assumes the office on the same day as election is held.
9. In event of a tie (more than one individual receiving the same number of votes cast) or no one candidate receive a majority of votes cast by the member present, a discussion among the National Council and staff of Bishops takes place, after which another voting is conducted by secret ballot for the two with a tie or the highest number of votes.
10. The Candidate with the second highest number of votes is eligible to be nominated and elected by the National Council and staff of Bishops as the Internal Chairman, and the third highest as the International Assistant Chairman. (Approved & Amended 04.26.2019)

Section F – Retirement

1. Members of the National Council, Bishops and National Officers, Elders and Pastors and all other of the clergy rank shall be automatically retired at the April Council meeting nearest their eighty-fifth (85th) birthday, provided that any minister who has been in the itinerant service for eight (8) years or more, upon reaching the age of seventy (70) and upon expressing a desire to do so may have the right of retirement.
2. No Ministers are otherwise eligible for retirement under this provision except in cases where the National Council determines mental or physical disability which impairs him or her from further service in the itinerancy.
3. When retirement occurs, either mandatory or elective, any and all offices held by the retiring individual, clergy or laity, are automatically affected, effectively vacated and subject to immediate or subsequent replacement.
4. An honorably Retired Pastor or Bishop may serve as a substitute Pastor or Bishop if it is considered to be in the best interest of the Church. Honorable Retired Bishops, Pastors and National Officers shall serve on the National Council Advisory Board for life.

Approved - 04/18/08

ARTICLE 2

The Staff of Bishops

The Bishops of the Church of God Pentecostal, Incorporated shall be appointed from the ranks of Ordained Elders. And they must be Holy men of God with full knowledge of the operation of the Spirit of God. They must have full knowledge of the administration of the general assembly. The appointment of a Bishop shall be by the Bishops Council by a majority team that is present and voting. The Office of Bishop shall be for as long as his life is in accord with the doctrine of Christ and in step with the regulation of the Church of God (Pentecostal), Incorporated.

The qualification shall be as recorded in I Timothy 3:1-5:

"This is a true saying, if a man desires the office of a Bishop, he desireth a good work. A Bishop then must be blameless, the husband of one wife, vigilant, sober, of good behavior, given to hospitality, apt to teach; not given to wine, no striker, not greedy of filthy lucre; but patient, not a brawler, not covetous; one that ruleth well in his own house, having his children in subjection with all gravity; (For if a man know not how to rule his own house, how shall he take care of the Church of God)?"

1. The Staff of Bishops and Bishop-Elects will participate in annual Recruitment Strategic Planning for growth and Evangelism as of April 2008 Council meeting.
2. Independent Fellowship Churches in each diocese will be contacted with an advertisement recruitment promotion invitation package within one month after each April Council meeting. (Effective 4/08)
3. In addition to the above qualifications ordained Elders and National Executive Elders must have proven record of Accountability, Commitment to the growth and development and proven evidence of established work in his diocese and National before being nominated from the staff of Bishops or Senior Bishop to be considered to become a candidate as Bishop-elect.

Approved - 04/18/08

ARTICLE 3

Board of Bishops

The Bishops shall organize as a Board and shall arrange for assignment to the members thereof, the work over which they shall have jurisdiction. The Board of Bishops shall have supervision of all boards, and the plan adopted by any board must have approval of the Board of Bishops (4/02)

Approved - 04/18/08

ARTICLE 4

Section A – Appointing and Removal of Bishops

A Bishop of the Church of God (Pentecostal), Incorporated is appointed by the staff of Bishops with the Chief Executive and Senior Bishop (dual office) presiding.

A Chief executive (state diocese or national) must be removed by the staff of Bishops and his removal must be by vote; the vote must be by majority of them that are present and voting. The reason for removal shall be by the discretion of the staff of Bishops.

Brothers coming into the COGP, Inc. desiring the office of a Bishop shall be given a six-month to one year time period of proving before consecration (4/02).

All Bishops must be consecrated by the Senior Presiding Bishop (or his designee).

Bishops-Elect Nominations

1. A candidate for Bishop-Elect must be nominated by his State or Diocese Bishop to the Chief Apostle.
2. A candidate must receive 2/3 vote from the General Board of Bishops to commence with a 2-year Bishop-Elect Mentorship program.
3. Bishop-Elect complete all phases of Mentorship with 90% accuracy within the prescribed time assigned.
4. When the Bishop-Elect fall below 90% accuracy in the assignments will be eliminated from the Mentorship program.
5. Bishop-Elect shall pass all three (3) parts of examination with 100% accuracy.

The required prerequisite checklist to become nominated to a 2-year Bishops-Elect Mentorship, Equipping and Nurturing program by the Senior Bishop are:

- Take leadership in registering at least 50 members, well-wishers, co-workers, friends and family for the upcoming International Holy Convocation and each year thereafter.
- Take leadership in getting 100% membership tithing to ensure a minimum monthly tithing income of \$20,000.00.
- Strive and plan to attend annually the Diocese and International Convocations with delegates.
- Begin actively subscribing to Article 2 of the COGP, Inc. Bylaws.
- Adhere to and follow the Senior Bishop's updated agenda for daily, weekly, monthly, quarterly, semi-annual, and annual assignments and tasks for the duration of the mentoring program (2 years).

Revised / Adopted April 22, 2021

Candidate for Bishop-Elect Form



Candidate for Bishop-Elect Form

Candidate's Name: _____ Date: ____/____/____

After much prayer and careful review of the curriculum vitae that was presented to me on February 10, 2022: (*check one*)

I accept this nominee as a candidate for Bishop-Elect with enthusiasm.

Rationale: _____

I accept this nominee as a candidate for Bishop-Elect with reservation.

Rationale: _____

I **do not** accept this nominee as a candidate for Bishop-Elect.

Rationale: _____

Bishop's Name (Print): _____

Bishop's Signature: _____ Date: ____/____/____

Note: Each nominee must have 2/3 (two-thirds) majority acceptance from the Board of Bishops before he can be a candidate for Bishop-Elect. He must complete all monthly assignments April 2022 through April 2024 with 90% accuracy and in a timely, professional, Godly manner as requested. He must pass all parts of the promotion examination with 100% accuracy in April 2024 in order to remain in the status of Bishop-Elect.

~ For International Office Staff Use Only ~

Form received at the International Corporate Office on: _____ (Date)
Received by (initial): _____

Section B – Duties of the Bishop

1. Visit all Churches in his state, states, or diocese as often as possible.
2. Set up his state as to staff or appoint officers to any specific missions.
3. State or Diocese Bishop is required to provide quarterly Professional growth in-services, seminars, or workshops, etc. for their Pastors, leaders and officers within their jurisdiction.
4. Have the power to arrest anyone's authority in his state.
5. Have an annual State / Diocese Meeting at a time and place to be set by himself not in conflict with the Annual National Meeting.
6. Not have the authority to appoint anyone on his level or above.
7. Must fulfill accountability statement as outlined in Article 26 – Section L as well as submit their semi-annual Accountability report to the Senior Presiding Bishop.
8. Shall set in order District Elders as needed.
9. Shall make an annual written and oral report as to the accomplishment of items #1 – 8 to the Senior Bishop and the National Council in April or August, annually.
10. Shall make annual progress toward fulfilling eligibility criteria as outlined in Article I.

Approved - 04/18/08

Section C – Bishop of a Diocese, State or Auxiliary

He shall...

1. Serve as Bishop over several churches in a given state or states.
2. Have proven evidence of established work in his diocese.
3. State or Diocese Bishop is required to provide quarterly Professional growth in-services, seminars, or workshops, etc. for their Pastors, leaders and officers within their jurisdiction.
4. Give support for retired Pastors, Bishops and spouse: The distribution for the claimants shall accrue from the amount allocated in the National budget of no less than \$1,000.00.
5. Fulfill accountability statement as outlined in Article 26 – Section L.
6. Hold the title of “State Bishop” until he has established more than one church.
7. Present quarterly progress reports and contact for outreach in the uncultivated assigned states or areas.
8. Hold the title as Auxiliary Bishop if not assigned to diocese or state and shall present quarterly progress reports on the National auxiliaries or missions as assigned by Senior Bishop and staff of Bishops.

Section D – Diocese Meeting Schedule

Southern Diocese.....	TBA
Southwestern Diocese.....	TBA
MidwesternDiocese.....	TBA
Northeastern Diocese.....	October
Southeastern Diocese	TBA April 2017
Central Diocese.....	(TBA upon the establishment of three Churches)
Jamaica / Africa / India / Canada and Other Foreign Missions.....	(See the Overseers of Foreign Missions)
Annual Memorial day for Founder Bishop E.D. Davis.....	Wednesday night of Annual Convocation

Section E – Diocese Meeting Guidelines

Each Diocese shall have guidelines for all Meetings and Officials. This shall include constitution, positions, job descriptions, and handling of finances. (4/13/79) (04/05)

Each diocese shall get approval from the council to change their diocese convocation from the designated month above.

Diocese convocation, Auxiliary meetings within the diocese or state shall NEVER conflict with the three National meetings; namely, National Youth Congress, International Holy Convocation and International Women Conventions or Retreats.

Section F – Diocese Assigned Jurisdiction Territory

Each Diocese is challenged to plant three new churches in each State in their diocese every year for the next eight (8) years. Pastors and Bishops from outside the assigned territory, who would like to work in another diocese must get prior approval from the National Council and the two (2) Diocese Bishops.

- I. Southwestern Diocese – Bishop Johnny J. Young -Presiding Prelate, Bishop Jonathan Young – Chairman, Pastor Maurice Johnson-Asst Chairman
 1. Arizona
 2. California
 3. Colorado
 4. Washington
 5. Nevada
 6. New Mexico
 7. Oregon
 8. Texas
 9. Utah
 10. Hawaii

- II. Southern Diocese – Bishop Johnny J. Young, Presiding Prelate, Bishop Charles Bradford-Chairman, Pastor Charles Howard – Asst. Chairman
 1. Alabama
 2. Mississippi
 3. Louisiana*
 4. Arkansas*
 5. Tennessee
 6. N. Carolina*
 7. Georgia*
 8. Virginia
 9. Florida*
 10. S. Carolina*
 11. West Virginia

- III. Midwestern Diocese – Bishop Herbert B. Cunningham, Presiding Prelate & Bishop Richard Bullock-Chairman
 1. Michigan*
 2. Indiana
 3. Minnesota*
 4. Kentucky
 5. Illinois
 6. Wisconsin
 7. Iowa
 8. Alaska

- III. Central Diocese - VACANT
 1. Oklahoma
 2. South Dakota
 3. Wyoming
 4. Kansas
 5. Nebraska
 6. Idaho
 7. North Dakota
 8. Montana

- IV. Northeastern Diocese – Bishop James Hudson, Presiding Prelate
 1. New Jersey
 2. New York
 3. Maine
 4. New Hampshire
 5. Pennsylvania
 6. Delaware
 7. Massachusetts
 8. Vermont
 9. Connecticut
 10. District of Columbia
 11. Rhode Island
 12. Ohio

- IV. Foreign Missions – Bishop Herbert B. Cunningham
 1. Barbados
 2. Africa
 3. Jamaica
 4. Canada
 5. India
 6. Europe

ARTICLE 5

Section A – Lawmaking Body

1. The lawmaking body of the Church of God (Pentecostal), Incorporated shall be selected from the National Council which consists of the board of Bishops, Executive Elders, Pastors and with input from the Executive Board of the International Women’s Department appointed by Council. The lawmaking body shall be appointed by the Presiding Bishop and National Council when necessary(4/02).(4/22/2011)
2. The Diocese Bishop may recommend to the council replacements for his diocese
3. Each Diocese may have a maximum of three representatives. 4/22/2011

Section B – The Authority of the Lawmaking Body

The lawmaking body shall have the authority to make laws as necessary for smooth operation of the general assembly administration. Should there be a tie in voting on any rule or decision, the CEO will vote to pass or kill the proposed law. Before the final passage of any law, the Council must ratify them by a majority vote of present and voting members.

Section C – Executive Board

The Executive Board shall be the P residing Bishop, diocese Bishops, national chairman, assistant Chairman and the administrative secretary. The National Council and Board of Bishops shall be the authority of the General Church. (2008)

Section D – Directors

Administration, Education, Mission and Evangelism, Youth, Adjutants, Credential & Licensing, Security & Safety (2021), Men’s Ministries (2021), Women’s Ministries (2021), Real Estate, Public Relations and Communication shall be the direct offices of The Church of God (Pentecostal), Incorporated. (2008)

Restructured Executive Board, adopted in April 1975; the Elders that were elected to council have no voting rights. (Elder's Executive Council); 4/93.

The National Executive Elders and Pastors are eligible candidates to fill vacancies on the National Council.

The Youth, Women and Men Directors serve as the official representative of their respective ministry and meet annually with the National Council. They report directly to the Senior Bishop and are a part of their respective ministry’s executive cabinet. (See Article 25, Article 27) (2021).

Director of Real Estate

The Director of Real Estate position has been reclassified to include the requirement that this person must be a Voting Council Member.

Director of Security and Safety

The Director of Security and Safety position has been reclassified to include the requirement that this person must be a Voting Council Member.

Approved - 04/18/08; 04/19/2021, 04/2024

Organizational Leadership Chart

INTERNATIONAL OFFICERS & LEADERS

Int'l Chairman	Bishop James H. Hudson, Ph.D.
Int'l Assistant Chairman	Bishop Jonathan J. Young, DMin
Int'l Dir. of Credentials & Licensing	Bishop James H. Hudson, Ph.D.
Int'l Chief of Staff to Senior Presiding Bishop	Bishop Jonathan Young, DMin
Int'l Dir. of Public Relations	Bishop Jonathan Young, DMin
Int'l Dir. of Women	Dr. Brenda Young
Int'l Executive Secretary	Missionary Dionne Thomas
Int'l Women's Supervisor	Elect Lady Marcellious Brell Jones
Int'l Women's Chairlady	1st Lady Giselle Hudson
Int'l Women's Program Coordinator	VACANT
Int'l Women's Executive Board Member	1st Lady Belendria Cunningham
Int'l Women's Executive Board Member	1st Lady Joann Bradford
Int'l Women's Executive Board Member	Lady Leslie Young
Int'l Men's President	VACANT
Int'l Youth Advisor	1st Lady Eden Johnson
Int'l Youth Ministries President	VACANT
Int'l Usher Board President	Mother Helen Sigler
Int'l Usher Board Vice President	Sister Mary Lee
Int'l Nurse Guild President	Dr. Agnes Denise Armstrong-White
Int'l Dir. of Christian Education	Bishop Richard Bullock
Int'l Treasurer	Pastor Robert Campbell
Int'l Asst. Treasurer	Bishop-elect Anthony Thomas, Sr.
Int'l Prayer President (NE)	Mother Carmelia Neavins
Int'l Prayer President (MW)	Sister Shirley Davis
Int'l Prayer President (SW)	Mother Dr. Donna Wright
Int'l Hotel Coordinator	1st Lady Eden Johnson
Int'l Dir. of Music Ministries	Bishop Jonathan J. Young, DMin
Int'l Minister of Music	Sister Mercedes Simpson
Int'l Asst. Minister of Music	Sister Marlies Harris
Int'l Facilitator	VACANT
Int'l Hospitality President	Sister Sharon Penn
Int'l Hospitality Vice President	Sister Barbara Penn
Int'l Real Estate Coordinator	Sister Josslyn Young
Int'l Director of Evangelism	Bishop Herbert B. Cunningham
Int'l Chairman of the Benevolence Committee	Bishop Charles Bradford
Int'l Deacons & Ministers Wives President	1st Lady Mary Campbell
Int'l SWCC & YWCC President	VACANT
Int'l Sunday School Superintendent	Deacon Ricornal Edwards
Chief Adjutant to the Senior Bishop	Bishop-elect Anthony Thomas, Sr.
Chief Adjutant to the Senior Bishop	Pastor Maurice Johnson
Southern Diocese Chairman	Bishop Charles Bradford
Southern Diocese Assistant Chairman	Pastor Charles Howard
Southern Diocese Treasurer	Pastor Robert Campbell
Northeast Diocese Women's Supervisor	1st Lady Giselle Hudson
Northeast Diocese Chairlady	VACANT
Southwestern Diocese Assistant Chairman	Pastor Maurice Johnson
Southwestern Diocese Women's Supervisor	Mother Helen Shepherd, Ph.D.
Southwestern Diocese Chairlady	Mother Donna Wright
Southern Diocese Women Supervisor	1st Lady Joanne Bradford
Southern Diocese Chairlady	1st Lady Mary Campbell

Midwestern Diocese Women's Supervisor
Midwestern Diocese Chairlady
Midwestern Diocese Facilitator
Southwestern Diocese Facilitator
Northeast Diocese Facilitator
Int'l Accountant

Missionary Alice Bealer
VACANT
VACANT
Lady Leslie Young
1st Lady Giselle Hudson
VACANT

ELECT LADIES

Elect Lady Brell Jones

ARTICLE 6

Section A – The Requirement for Organizing a Church

The following procedure should be followed in setting in order a sister church of the Church of God (Pentecostal), Incorporated:

1. Whenever possible, there must always be a Board of Trustees, a Board of Deacons, a Sunday school, and a Youth Department for Church and community.
2. A local church must be organized under the direction of the State or diocese Bishop.
3. The Pastor shall be by appointment of the National Council with recommendation of the Diocese Bishop, unless the Pastor is a Founding Pastor. (April 17, 2009 / April 19, 2013)
4. There must at no time be any local by-laws that are contrary to the doctrine of the parent church.
5. Any contribution to be made to the local church by its members should be tithes and offerings, in accordance with 2nd Corinthians 9:6-8, (Matthew 23:23, Malachi 3:10 and Hebrews 7:9). "But this I say, he which soweth sparingly shall reap also sparingly; and he which soweth bountifully, every man according as he purposeth in his heart, so let him give; not grudgingly, or of necessity; for God loveth a cheerful giver, and God is able to make all grace abound toward you; that ye, always having all sufficiency in all things, may abound to every good work."
6. The Local Church shall pay tithe of the tithe, monthly: 5% - National and 5% Diocese (April 17, 2009)
7. A church with less than seven (7) members will be considered as a "mission" for the first two (2) years. State or Diocese Bishop will evaluate the progress to determine its status after the second year and make a recommendation to the Council at its annual April Council meeting (4/02, 04/17/09).
8. Bishop E. D. Davis approved the plan as set in God's word to finance the Church through tithes and offerings. (4/12/79). The International Council approved the tithe of the Tithe concept – effective April 2011 in accordance with scripture and Article 26 – Section D.
9. The COGP believes that tithing is the Bible way for supporting the work of the Lord. 4/12/89.
10. Each Pastor should teach the congregation about tithing and stewardship.
11. Each Pastor should be the first example of a "tither".
12. Each Pastor should strive for 100% membership paying tithes and offering.
13. State or Diocese Bishops shall delegate a committee of Executive Elders to assist new Pastors as needed.
14. There should also be a committee formed to serve the new Pastor.

15. He must affirm aloud and sign a "Code of Conduct" as written in Article 14. should be forwarded to the International Headquarters and International (04/19/2013)
16. Before Real Estate (Real Property) is acquired, the Bishop or Pastor should contact the National Board of Trustees and the Director of Real Estate.
17. When it is a new state where The Church of God (Pentecostal) is not "Doing Business" as a foreign corporation, the Senior Bishop's designee or the General Chairman and Director of Real Estate must immediately take the appropriate steps to register the Church in that new state as a non-profit Ecclesiastical Corporation, and appoint a resident agent.

Section B – Procedure for Appointing of a Pastor

The implementation of this procedure will strengthen the capability of our organization to select Competent men of God who are qualified to do the job.

Our successful joint venture will be geared towards attracting leaders that will continue to rebuild and stabilize both the spiritual and economic base of this organization.

These procedures for appointing Pastors include a systematic approach for the placement of qualified, competent and experienced leaders to fill this position.

This procedure for Pastoral appointments will enable us to effectively facilitate the smooth transition of the office of Pastor by way of the National governing board.

1. All candidates for Pastoral appointment shall have served at least 3 years from receiving local minister license under a Pastor that has been a member of the COGP for at least 3 years.
2. Any candidate for the Pastorate must serve as a local minister for 3 years and an ordained Elder for 2 years in the COGP. He, in this capacity, must be actively and successfully engaged in ministerial work before applying for appointment/Pastorate.
3. He must be engaged in either Evangelistic or Pastoral ministry before being recommended for appointment/Pastorate.
4. No minister shall be recommended for an appointment to any board, state or national office, unless first having served faithfully and successfully as measured by his Pastor; with exceptions only as deemed acceptable by God's Will.
5. He must make full proof of his ability to preach, teach, cultivate and develop the people of God effectively.
6. All Elders shall be mentored, nurtured and trained prior to being promoted to the office of Pastor.
7. Pastors that have seceded from the organization shall not be allowed to hold any positions of authority for a period of at least two years upon their return. They must come before the International council before returning to a local assembly. This Elder must show satisfactory performance for two years as determined by the Pastor and State or diocese Bishop as outlined in the duties of an Elder in Article 10. (04/19/2013)

8. Non-Pastoring brethren who have seceded from the organization and returned shall sit under a COGP Pastor for at least 2 years before he can be considered for any appointments of leadership.
9. In the event that a Pastor dies, secedes, resigns or needs to be replaced, the diocese's Bishop shall assume the responsibility of assigning a District Elder or an Elder to oversee the congregation until a Pastor is selected. District Elders or Elders who are not currently Pastoring should be the first to oversee a church with a vacancy.
10. The candidate for Pastor should have the calling of God upon his life to Pastor.
11. The candidate for Pastor should have the burden to win souls for the kingdom of God.
12. The candidate for Pastor must be interviewed by the Diocese Board, evaluated and prayerfully discerned by the diocese board as designed by the national board before he can be appointed or installed. [Please see a list of general questions that may be asked of each candidate being interviewed.]
13. The diocese board shall consist of a minimum of three (3) Pastors and a minimum of three faithful and loyal members in accordance with Article 18 from the local congregation as appointed by the diocese Bishop.
14. The diocese Bishop shall make report to the Senior Bishop and National Council as to the results and ranking of the candidates interviewed for the Pastoral vacancy.
15. The Diocese Executive Board should rank the top three (3) candidates and present them to the State or Diocese Bishop.
16. The Diocese Bishop may recommend any ONE of the three to the International Council for consideration to ratify and approve.
17. The State or Diocese Bishop may reserve the right to present the top three candidates for the International council to select, if he desires.
18. The Diocese Bishop's recommendations for Pastors appointments shall be ratified by the National Council. (04/17/09).
19. The recommendation from the Diocese Bishop should not be submitted to the Senior Bishop and/or International Council until the Diocese Executive Board has convened and held its interviews for each eligible Applicant. (04/19/2013)
20. An Assistant Pastor or Elder in charge may not automatically inherit or assume a vacant position as Pastor but should be given prayerful consideration with respect to the congregation prayer – non – bias acceptance by God's Will, in accordance with God's WORD.
21. It is in prevue of the Pastor, State, and Diocese Bishop to meet with the congregation to ascertain their wishes and desires prior to interviews and appointment.

22. The three representatives selected from the congregation by the State or Diocese Bishop will be able to participate in the interview process as well as in the ranking of the top three candidates.
23. However, the final approval shall be by the Diocese Bishop with concurrence and ratification from the National Council. (04/17/09)
24. The qualification of a candidate must coincide with the specification set by the National Council, as outlined in the Bylaws in Article 6, 10, and 11, 15 and Article 26- Section L. (04/19/2013)
25. The candidates for Pastor must submit all credentials, licenses and applications to the diocese Executive board no later than 30 days after the position becomes vacant.
26. A letter of eligibility and desire from his Pastor and diocese Bishop must be submitted before the candidate can be considered an interview with the Diocese Executive Board
27. The letter of eligibility and desire must be sent to the diocese board no later than 30 days after the position becomes available.
28. When there are more than one candidate being considered:
 - a. The most qualified candidate will be selected from the following criteria:
 - Interview results and rankings.
 - Congregation's desire will be considered.
 - Qualifications as outlined in the bylaws for the office of an Elder Article 10 Sections D and E; Article 11 and 15
 - Accountability as outlined in Article 26 Section L- item #1.
 - b. Newly appointed Pastors shall be placed on a probationary period for two years. During this period, they shall fulfill the articles 6, 14, 15-5 and 6 of the By –Laws before probation is removed. The diocese Bishop, along with the board, will monitor the progress on a quarterly basis and shall submit in writing to the Senior Bishop no less than once per quarter.
 - c. Before a man can be appointed as a Pastor, he must have the approval of the Pastor under whom he has served.
 - d. The Elder that is to be appointed must have served satisfactorily and faithfully in whatever capacity or position he has served and must have given due respect to his leaders and show loyalty to his church.
 - e. No Pastor shall take any action or set forth an applicant for the Pastorate until the fore going steps have been taken and authorized to do so by the Diocese Bishop-
 - f. The appointment procedure and process of Appointment should be presented to the local Church Congregation in a meeting called by the State or Diocese Bishop, before the confirmation/approval/ratification of National Council. (04/05)
 - g. All Pastors must be confirmed and ratified by the National Council.

Section C – The Pastoral Interview

1. The State or Diocese Bishop or his designee should serve as the Moderator of the Interview panel for each candidate.
2. Each candidate should be asked the same exact questions from the same panelist as much as possible for consistency and integrity.
3. Each candidate should be rated on his response to each question independently by each panelist. Then the moderator will tally the rating sheet and come up with a combined rating to determine the top three candidates.
4. Here are 25 sample questions that all Pastors should be able to give a response to on an annual basis.

Interview Questions for a Prospective Pastor

1. How did you become a believer?
2. Have you received the Baptismal of the Holy Ghost? Explain please.
3. When did you receive your call to the ministry?
4. What training were you able to get for the ministry?
5. How well did it prepare you for your ministry?
6. What was your first place of ministry? (*i.e. Evangelism, missions etc....*)
7. What lessons have you learned in ministry?
8. Describe a typical week's activities.
9. What struggles did you experience?
10. How does your wife feel about your commitment to Pastoring?
11. What is your spouse's involvement in your ministry?
12. Have you participated in any revivals, new church plants, church splits, or doctrinal controversies if so? Tell us about it.
13. Do you believe in the Apostles' Doctrine? Explain
14. Are you willing to support the Church of God Pentecostal and submit to the leadership as we follow Christ?
15. What would you consider to be the "BEST OF TIMES" in your ministry experiences? Briefly tell us about it.

16. What would you consider to be the “WORST OF TIMES” in your ministry experiences? Briefly tell us about it.
17. Closely examine each of the Bible’s qualifications for Pastors and Deacons (1 Timothy 3; Titus 1:5-9; Acts 6:1-6; 1 Peter 5:1-4). Which of these are your strongest qualities? With which requirements do you have the most trouble? Why do you believe these areas of difficulty do not presently disqualify you from ministering? (Note the phrase “must be” in 1 Timothy 3:2.)
18. A Pastor is charged by God to preach to the church and to shepherd the people in a more individual way. Which aspect of the ministry appeals to you the most? What are some specific ways you could be helped to develop your skills in either of these areas?
19. What are your methods for involving yourself in the lives of your people as their shepherd and overseer of their souls?
20. What are your specific and regular practices regarding the spiritual disciplines (*e.g., personal prayer, Bible study, meditation, stewardship, tithing, learning, etc.*)?
21. Being a part of a corporate body, what are your views on accountability, loyalty, respect and support?
22. Explain the chain of authority for settling differences, disciplinary procedures for a member, minister, or any laity under your charge in accordance with Article 13 of the COGP, Inc. Bylaws.
23. What is your understanding of Articles 5, 6, 7, 10, 11, 12, 13, 13, 14,15, 18 and 35? Briefly Explain.
24. How is the Pastor held accountable? What relationships in your life currently provide accountability for responsible attitudes and behavior, both personally and as Pastor?
25. What is your vision for the church? (*Briefly describe*)

Approved April 19, 2013

ARTICLE 7

Seceding of Churches

No church or mission that is the property of or under the administration of the parent church of the Church of God (Pentecostal), Incorporated thereof shall at any time secede from the parent church. All properties (Real) shall at any and all times remain the property of parent church. All personal properties that are connected with local churches shall not be removed without the consent of the National Council. No Pastor shall at any time manipulate, speak negatively of the parent church, persuade, compel, or force members of a sister church to disband to create a church independent of the parent church. (8/14/82)

No Pastor who has been appointed to a Church of God Pentecostal, Inc., can take neither the Church, members nor properties from that COGP at any time. But, if the Pastor decides to secede himself, he may do so after completion of the Pastoral exit form and clearance with the council. He may only take his personal items with the approval of the council. If all of the above grounds are not met, this will be cause for dis-fellowship of that Pastor.

If a Pastor joins in with the Church Of God Pentecostal and had an established Church prior to coming in the fellowship, he will not be required to give up what he previously had before becoming a part of the COGP, Incorporated. It would only be required to be divided 50/50 what was benefited while under the auspices of the COGP, Inc.

All properties that belong to the COGP, Incorporated will remain with the COGP, Incorporated.

If a Pastor who is the founder of his local Church decides he and the congregation wants to leave COGP, after meeting with the National Council, it may be granted based on these conditions:

1. If his assessments / Tithes of Tithes has been paid for the last five years.
2. If his members assessments / Tithes of Tithes has been paid for the last three years according to the annual yearly report forms.
3. If more than two-thirds of the membership is willing to follow him, even after he and his staff has met with the National Council.
4. If these criteria are met, he would be granted with the blessing of the National Council.
5. There shall be no requirement to turn in property deeds when the church is already established unless there has been financial support from the National when property was purchased (4/02).

Disfellowship Procedure

Romans 16:17 it says. *Now I beseech you, brethren, mark them which cause divisions and offences contrary to the doctrine which ye have learned; and avoid them.*

1. The COGP will not fellowship with seceding churches that have not come before the council for clearance.
2. No Bishop, Pastor, Elder, Minister, Missionary, Deacon or any member who holds license or credentials from COGP should accept speaking engagements with the Churches who have not cleared through the council (04/05).
3. Churches that have cleared through the National Council and left in good standings will be considered for fellowship with the concurrence of the National Council on a case by case basis.

ARTICLE 8

Reporting of Church Property

There shall be an annual report to the general assembly from all churches of all properties (plant and real properties). This consists of all and any furniture and any things of value pertaining to the church. Along with the reporting there shall be a price list of each item or group of items. Once a year it shall include the depreciation value. In the event the value of land increases, a special note shall be made of it and reported to the general assembly. All loans outstanding to the local churches shall be reported along with the amount of the repairs. A copy of all deeds and abstracts of deeds of any local church shall remain the property of the parent church and shall be sent to the general office and kept there. The annual reports are always due before the annual meeting in August.

All property owners shall have Multi-Peril Insurance on their property, separate from mortgage (8/14/82-1975); there shall be broad collision Insurance on all church vehicles.

Each church should have a copy of Insurance Policies submitted to the Headquarters.

Section A – Rental or Leasing

The Presiding Bishop of the state shall be responsible for any rental or lease property in that state which empowers him to have a say or jurisdiction over its administration. (Rental or Leasing Property). (8/14/82)

Section B – Liability Insurance

The General Church should purchase National liability insurance in addition to that of the local Church. (04/05)

Section C – Insurance of the Pastor, Elders and Officers (04/17/09)

- 1 . Each Local Church should purchase a minimum insurance policy of \$100,000 on their Pastor with Spouse / minor children being 50% Beneficiary and Church 50% beneficiary.
- 2 . Each Local Church should purchase a minimum insurance policy of \$50,000 on their Elders and Church officers with their spouse/ minor children being 50% beneficiary and Church 50% beneficiary.
- 3 . Each local Church should purchase a minimum policy of \$30,000 on each laity with spouse/ children being 50 % and Church 50% beneficiary.

ARTICLE 9

Church Registration (States)

Each state in the United States of America and the possession or colonies that have a church or churches or mission, or a band of saints must be incorporated in that state, possession, or colony as "doing business" in that state under the name: The Church of God (Pentecostal), Incorporated, an Alabama corporation. (3/25/81)

- A. A Pastor shall be granted to add his vision to the original church Name. (4/2002) (04/05)
 - Example: Miracle Temple added to The Church of God Pentecostal, Inglewood. (04/17/09)
- B. Each local Church of God Pentecostal, Inc. is covered under the umbrella of Group Exemption of The Church of God Pentecostal, Inc.
- C. Annual Group Exemption is filed with the Internal Revenue Service (IRS) by the International Executive Secretary, annually. (04/17/09)
- D. EIN for banking purposes Each local church shall be assigned an EIN for banking purposes. The National EIN #237210125 should only be used for exempt purchases and National Banking account only.

ARTICLE 10

Section A – The fivefold Ministry

1. The fivefold ministry was given by Jesus Christ to his Bride (Royal Priesthood) the Church.
2. The fivefold ministry was given as servants to the Bride.
3. The fivefold ministry consist of (1) Apostles, (2) Prophets, (3) Evangelists, (4) Pastors, (5) Teachers. (Ephesians 4:11-17)
4. The Church of God (Pentecostal) recognizes five orders in its ministerial ranks: (1) Licensed Minister, (2) Ordained Elder, (3) Bishop–Elect, and (4) Bishop (5) Chief Apostle.
5. All five of these ministerial ranks are subject to the Law-Making Body The Church Of God Pentecostal, Inc. [In accordance with Articles 1, 2, 3, 4, and 5].
6. These orders are always attained in that chronological order with an unspecified period of time served in the first two ranks.
7. The office of Bishop is a privileged rank and it is not an automatic promotion.
8. The Bishop-Elect shall be promoted to the office of Bishop at the discretion of his Diocese Bishop and the Senior Bishop after proving himself not less than two years.
9. The promotion to the rank of a Bishop should be held to the rules set by the Apostle Paul's writings to Timothy in I Timothy 3:1-9 and Titus 1:6-10 (4/02); (04/17/09)
10. The Church of God Pentecostal, Incorporated recognizes the Senior Presiding Bishop and Chief Executive officer as the “Chief Apostle” in accordance with Article 1 of the Bylaws.
11. The Chief Apostle Major role is to Pray, preach, teach, identify, recruit, train, mentor, nurture and develop leaders and pioneer and establish new works and new leaders.
12. If an Apostle from another organization make a written application to be licensed in the Church of God Pentecostal; he can be considered to licensed only as an “Auxiliary Bishop” upon meeting all requirements and qualifications as set forth in scripture and in accordance to Articles 4, 6, 10, and 11 of Bylaws.
13. The Prophet is one who speaks forth God’s Word to inspire, correct and motivate. The COGP, Inc. Board of Bishops and Council will consider licensing an Elder who has a calling from God, a desire and has served as an Elder faithfully for three or more years maybe license as a “Prophet”.
14. The Evangelist is one shares Christ with outsiders and trains others to do so.
15. The COGP, Inc. Board of Bishops and Council will consider licensing an Elder and a Missionary who has a calling from God, a desire and has served as an Elder or Missionary faithfully for three or more years faithfully may be licensed as an Evangelist with proven work as outlined in Article 34.

16. The office of licensed National or International Evangelists are subject to & reports to his or her Pastor, Diocese Bishop and Chief Apostle.
17. The Pastor is one who shepherds, guides, and guards God's people as they serve. The office of a Pastor is subject to and report to State and /or Diocese Bishop.
18. The teacher is one who trains God's people in the truth and teaches others to do so. The office of a Teacher in COGP, Inc. is in conjunction with the office of Pastor.
19. All five of these ranks are true ministerial positions, but each one gives certain privileges and powers according to its rank. All powers of each of these ranks are bound by the position of the General Assembly of the Church of God (Pentecostal), Incorporated. All ranks of ministers should be governed by the bounds of the decision of the General Assembly both in faith and practice; and should not at any time teach or practice anything contrary to the teaching (doctrine) authorized by this body.
20. All ministers of all ranks are further bound by the exclusive ministerial loyalty to The Church of God (Pentecostal) and its programs.
21. The Church of God (Pentecostal) does not allow its ministerial staff to hold credentials from any other organization, association, or body.
22. Any minister from any one of the five-fold ministry ranks above who comes from another organization, association, or body and wishes to become united with the Church of God (Pentecostal) and is holding credentials of that organization from which he comes, will be required to sign the Code of Conduct-Article 14, complete application for license, interviewed by the Board of Bishops or the Executive Board of the Council and surrender his credentials before approval for licensing.
23. All Ministers of all ranks are required to attend a minimum of eight (8) hours of continuing education via bible class, staff development, professional development, or bible institute to include two of the following topics/ classes per year: Pastoral leadership, church administration, Leadership, Church management, Pastoral Ethics, Biblical counseling, Grief Counseling, Evangelism, Marriage and family counseling, Biblical Studies, Bible Doctrine and Church Law, and others courses.
24. A Certificate of Completion should be given at the end of the courses.
25. MTI offers three semester units of credit for a minimum of eight (8) hours of attendance and the completion of a 5–30-page research paper on the said class or topic.
 - Research paper requirements:
 - 5-pages for Certificate of Ministry candidates
 - 10-pages for Associate of Biblical Studies candidates
 - 15-pages for Bachelor's degree candidates
 - 20-pages for Master's degree candidates
 - 30-pages for Doctorate degree candidates
26. As of Fall 2013, Ministerial Training Institute International Bible College will offer online courses in the comfort of your home leading to a certificate of ministry, ABS, Bachelor, Master's and Doctorate degree. For more information visit us at www.MTIBibleCollege.com click on the MTI link.
27. An annual Sexual Harassment Certification of attendance workshop is required of all Pastors in accordance with our Policy as outlined in Article 12.

28. It is recommended that all Church leaders and officers attend the Annual Sexual Harassment Certification of attendance conference.
29. Elders, Bishop-Elect, Evangelist, Prophet, Teacher, Apostle and Bishops from another organization are required to be interviewed by the International Board of Bishops or the International Executive Board to determine whether or not he should take the Elder/Bishop's examination according to Article 11.

Updated / Approved April 19, 2013

Section B – The Ministers

1. A male who perceives and believes that he has been divinely called and anointed and sent to preach the Gospel of Christ shall be given a chance to prove his calling.
2. This minister shall be given local license after his initial message, which follows twelve (12) months of training.
3. The license will only identify his position in the church.
4. The minister should not sit in pulpit and accept speaking engagements until licensed.
5. Minister should sit near the front of Church during worship until licensed.
6. Local license does not permit a minister to perform weddings, eulogize funerals, or other official functions of the church, but serve directly under the guidance of an ordained Elder, until at such time he shall be presented before the board of Bishops and Overseers for Ordination.
7. No Minister shall apply for ordination but must be recommended by the Elder under whom he has served or the Bishop of that diocese.

Section C – Training Ministers

1. Upon accepting his call to the ministry, Pastors shall be responsible for training his minister(s) in staff development professional leadership BEFORE recommending him/them to the Council.
2. Pastors shall submit to their State or Diocese Bishop quarterly accountability reports with documentations of on-going training and development of the Ministers. (April 19, 2013)
3. Any minister who cannot administer Communion, Baptize, Marry, Bury, Eulogize a funeral, or is not subject and obedient, IS NOT READY to come before the Board.
4. The Oral Exam is just as important as the written exam.
5. Since The Church of God Pentecostal does not require any theological degree, it is very important that our brothers "*master*" our basic expectations of an ELDER.
6. All ministers shall receive at least one year of Bible Training prior to ordination. Correspondence courses can be provided by our current Bible Institutions (4/02).

- Special Notice: Coming Fall 2013 Online MTI courses will be available worldwide in the comfort of your home (April 19, 2013)

7. Pastors shall give their minister(s) an opportunity to actually do these ceremonies listed above in the Pastor's presence. Communion and Baptism could be done under the Pastor's guidance. (8/15/80)

Section D – The Elders

1. An Elder of The Church of God (Pentecostal), Incorporated is one who has graduated to the rank of being ordained by the Board of Bishops nationally.
2. He must be one who has first been licensed as a minister and whose work has proven him worthy to graduate to the rank of Elder.
3. An Elder must have the qualifications as recorded in Titus 1:6-9:
"If any be blameless, the husband of one wife, having faithful children not accused of riot or unruly. For a Bishop must be blameless, as the steward of God; not self-willed, not soon angry, not given to wine, no striker, not given to filthy lucre; But a lover of hospitality, lover of good men, sober, just, holy, temperate; Holding fast the faithful word as he hath been taught, that he may be able by sound doctrine both to exhort and to convince the gainsayers.

I Peter 5:1-4...

"The Elders which are among you I exhort, who am also an Elder, and a witness of the sufferings of Christ, and also a partaker of the glory that shall be revealed: Feed the flock of God which is among you, taking the oversight thereof, not by constraint, but willingly; not for filthy lucre, but of ready mind; Neither as being lords over God's heritage, but being examples to the flock. And when the chief Shepherd shall appear, ye shall receive a crown of glory that fadeth not away."

Leadership of the church is not determined by the "law of the jungle" or by the "survival of the fittest," for these theories is inconsistent with the principles of God's Kingdom.

The Lord Jesus reproved His disciples for their desire to exercise lordship and authority over the people because their motives and desires corresponded to that of the Gentiles (Luke 22:25-27). They did not understand that it is Christ, Himself, as Head of the Church, who calls, equips and places His mantle of leadership on a particular person to lead the flock of God.

4. This person may be referred to and licensed as a Prophet, Evangelist, National Executive Elder, District Elder, and Senior Pastor "or" Presiding Elder.
5. The Elder, Prophet, Evangelist, Pastor, Teacher, Missionary and District Elder submits to the leadership of the State or Diocese Bishop. (April 19, 2013)
6. Most importantly, there must be leadership.
7. There must be a person anointed of God upon which falls the final decision of direction for each local assembly.
8. Without such leadership, there is confusion, frustration and chaos for God's people.
9. Although the Lord Jesus is the head of the Church, the scriptures also indicate that within a local church, having a plurality of Eldership, Christ will place a mantle of leadership upon one ELDER to direct the Elders, Deacons and congregation. (8/93)

Section E – The Office of the Elder

1. One of the greatest needs within a local church is that of structure and government. However, tragically, this has been one of contention and even division within the Body of Christ. Interestingly, everyone recognizes that there must be some form of government within a local church, but what form it should take is a point of much debate.
2. Jesus Christ is the Head of the Church and the scriptures state that the government is upon "His shoulders" (Isaiah 9:6).
3. Moreover, as the Head of the church, He appoints certain individuals with the responsibility of governing.
4. The scriptures indicate that Christ has specifically appointed Elders to rule and govern a local church. Why is there a need for government?
5. Without government, there would be lawlessness, anarchy and disorder. (8/93)

Section F – District Elder

The District Elder job description includes the following:

1. A district Elder should have four (4) years of Pastoral experience as a senior Pastor.
2. A district Elder shall meet all requirements in the above sections A, B, C, D, and E.
3. A district Elder should have a track record accountability and excellence in leadership.
4. A district Elder should be able to Communicate and forge a cohesive and receptive relationship with each Pastor and congregation he serves.
5. A district Elder should submit quarterly accountability reports to state or diocese Bishop.
6. As assigned by the diocese Bishop, travel throughout the assigned area of Diocese to oversee the spiritual and temporal affairs of the Churches at least three times a year, or more if it deems necessary. Also to give the local Pastor his personal influence and assistance when there is a need.
7. To inform the Churches of their duties to the local church, state, diocese, and national work.
8. To have charge over all of the Evangelists and local Pastors in their state or area in the absence of the Bishop and/or his assistant.
9. To counsel with the Pastors in his state or area regarding their responsibilities needed.
10. To preside in the state or area meetings, as directed and assigned by diocese or State Bishop.
 - a. Encourage the members in the state or area meetings to support their local churches with their faithful attendance and finances to maintain a working fellowship among the Pastors.

11. To assist the State and/or Diocese Bishop in collecting the finances for the diocese, state and national headquarters.
12. To mediate disputes involving Pastors and members upon the request of the Pastor and approved by State and/or diocese Bishop.
13. As requested, and directed by the State or diocese Bishop, take charge of a local Church within his state or area if the Pastor dies, resigns, becomes incapacitated, or is removed until another Pastor can be recommended for appointment by the diocese Bishop.
14. Recommendation of candidates must be ratified and approved by the National Council prior to installation as Pastor.

Updated / Approved April 19, 2013

Section G – The Women Evangelist

1. The “Missionary / Evangelist” position is not included in the five-fold ministry.
2. No candidate can apply for evangelist license without the written recommendations of the Pastor and Diocese Bishop.
3. The sister that is to be license as an evangelist must have served satisfactorily and faithfully in her local assembly and diocese; and must have given due respect to local women supervisor, diocese supervisor, international women supervisor, board of bishops and pastor.
4. The sister must have shown faithful loyalty to her church on the local, diocese and national levels in accordance to Articles 6, 10, 11, 15, 18, and 26.
5. Candidate must have at least two (2) years have proven documented evangelistic work as determined by the Council and International Women Supervisor to include but not limited to (**COVID Restrictions may limit some of these items**):
 - a. Aide Pastors and Bishops in pioneering new ministry.
 - b. Conducting soul-saving revivals.
 - c. Experience as an Altar Worker is required.
 - d. Involvement and leadership in hospital and sick and shut-in ministry.
 - e. Lead prayer groups in various home for the home bound and convalescent.
 - f. Recommended to be able to travel to various churches in COGP, Inc. to aide in explosive growth, soul-winning campaign and encouragement of the saints.
 - g. Recommended to have involvement in consistent prison and/or jail ministry.
 - h. Recommended to make Made at least one visit to each of the four dioceses over the past seven years.
6. No Pastor and/or Diocese Bishop should take action to set forth a candidate to be licensing as women evangelist until the above seven (7) foregoing steps have been taken, authorized, and documented by the International women Supervisor or her designee.
7. Examination Board must include five (5) Bishops (representing all diocese), International Women Supervisor and International Chairlady or their designee. Senior Bishop will reserve the right to

appoint the five (5) consecrated bishops with the International Director of Credential and licensing or his designee presiding over the board of examiners.

8. The Credential & Licensing personnel, along with the International Women Supervisor or her designee will chair the committee to design the written, oral, and practical examination for women Evangelist. Please see Article 10 – Section G for the licensing of Women Evangelist. (01/16/2021)
9. The International Women Supervisor or her designee must present the Candidate to the International Board of Examiners. The pastor of the candidate is asked to be present, if possible; but cannot participate as an examiner of his member as a candidate for licensing.

ARTICLE 11

Section A – Procedure for License

1. Before a man can be sent forth in the ministry, he must have the approval of the local Pastor or Pastor under whom he has served.
2. The local Pastor should confer with the diocese or state chairman who will confer with the state or diocese Bishop.
3. The brother that is to be licensed must have served satisfactorily and faithfully in whatever position he has served; and must have given due respect to his leaders and shown loyalty to his church in accordance to Articles 6, 10, 11, 15, 18, and 26. **Updated / Approved April 19, 2013**
4. No Pastor should take action to set forth an applicant for the ministry until the foregoing steps have been taken and authorized to do so by the state Bishop.
5. The licensing procedure may NOT take place at a regular or call meeting of the local church. (4/16/93), (04/17/09)
6. Effective 04-17-09, all examination and licensing for Elders, Evangelist, Missionaries, Teachers shall be held at the International Council Meeting or the International Convocation. (04/17/09)
7. Extenuating circumstances must be approved case by case by the international Executive Board if there is valid reason of not being able to attend the designated examination boards in April and July 2009.

Section B – Experience

1. Any candidate for the ministry must serve as a local minister.
2. He, in this capacity, must be actively and successfully engaged in ministerial work before applying for ordination.
3. He must be engaged in either Evangelistic or Pastoral ministry before being recommended for ordination.
4. No licensed minister should be recommended for ordination to any board, state or national, unless first having served faithfully and successfully as measured by his Pastor.

Section C – Application

1. Upon receiving the approval of his local church, the candidate for the ministry must submit a formal application for his preliminary ministerial examination to the State or Diocese Bishop or his designee. **Updated / Approved April 19, 2013**
2. The State or Diocese Bishop will submit application to Director of Credential and licensing to arrange for examination along with Article 14. **Updated / Approved April 19, 2013**

3. This preliminary examination will give the examining board important information concerning the applicant's conviction of his divine calling, his attitude, and his experience in salvation (possessing the Holy Ghost), his firmness in his faith, his abilities, his preparation, and his marital status.

Section D – Examination

1. An examining board appointed by International Director of Credential and licensing or his designee at the April leadership Council or the International Holy Convocation, must examine candidates for each order of the ministry. **Updated / Approved April 19, 2013**
2. Members of the examining board must consist of at least five and not more than seven ordained Elders. **Updated / Approved April 19, 2013**
3. The state or Diocese Bishop or his designee must present the candidate to the examination Board to the Director of Credential and licensing or his designee. **Updated / Approved April 19, 2013**
4. The examination for ordination must consist of oral, written, and practical application.
5. The board has the sole power to reject or approve an applicant based on the voting of each member of the board.
6. If an applicant is approved, he is then recommended to be licensed in the order of the ministry applied.

Section E – Ordination Board

1. A Committee of five, or at least three and the Pastor of the candidate should be present, if possible.
2. Requirements for the ordination exam shall be to-wit:
 - A. A letter of recommendation or consent from the Bishop or Pastor of the candidate to be submitted to the Director of Credential and licensing or his designee.
Updated / Approved April 19, 2013
 - B. An application for ordination from the candidate: local, state, diocese or national.
Updated / Approved April 19, 2013
 - C. The Bishop must present the candidate to the National Ordination Board. The Pastor of the candidate is asked to be present, if possible.
3. Things to remember:
 - No license shall be given unless his local Pastor recommends the candidate.
 - Pastors shall call other Pastors regarding the conduct and spiritual status of any candidate.
(3/24/81)

Section F – Procedure for Licensing Women Evangelist

1. The “Missionary / Evangelist” position is not included in the five-fold ministry.
2. No candidate can apply for evangelist license without the written recommendations of the Pastor and Diocese Bishop.
3. The sister that is to be license as an evangelist must have served satisfactorily and faithfully in her local assembly and diocese; and must have given due respect to local women supervisor, diocese supervisor, international women supervisor, board of bishops and pastor.
4. The sister must have shown faithful loyalty to her church on the local, diocese and national levels in accordance to Articles 6, 10, 11, 15, 18, and 26.
5. Candidate must have at least two (2) years have proven documented evangelistic work as determined by the Council and International Women Supervisor to include but not limited to (**COVID Restrictions may limit some of these items**):
 - a. Aide Pastors and Bishops in pioneering new ministry.
 - b. Conducting soul-saving revivals.
 - c. Experience as an Altar Worker is required.
 - d. Involvement and leadership in hospital and sick and shut-in ministry.
 - e. Lead prayer groups in various home for the home bound and convalescent.
 - f. Recommended to be Able to travel to various churches in COGP, Inc. to aide in explosive growth, soul-winning campaign and encouragement of the saints.
 - g. Recommended to have involvement in consistent prison and/or jail ministry.
 - h. Recommended to make Made at least one visit to each of the four dioceses over the past seven years.
6. No Pastor and/or Diocese Bishop should take action to set forth a candidate to be licensing as women evangelist until the above seven (7) foregoing steps have been taken, authorized, and documented by the International women Supervisor or her designee.
7. Examination Board must include five (5) Bishops (representing all diocese), International Women Supervisor and International Chairlady or their designee. Senior Bishop will reserve the right to appoint the five (5) consecrated bishops with the International Director of Credential and licensing or his designee presiding over the board of examiners.
8. The Credential & Licensing personnel, along with the International Women Supervisor or her designee will chair the committee to design the written, oral, and practical examination for women Evangelist. Please see Article 10 – Section G for the licensing of Women Evangelist. (01/16/2021)
9. The International Women Supervisor or her designee must present the Candidate to the International Board of Examiners. The pastor of the candidate is asked to be present, if possible; but cannot participate as an examiner of his member as a candidate for licensing.

Position approved and adopted 01/16/2021

ARTICLE 12

Ministerial Discipline

Any rank of minister, teacher (Missionary), or laity may be counseled or disciplined for offenses against the moral and spiritual standards of the Church of God (Pentecostal), Inc., opposition to government of the Church, opposition to the official position of the Church as expressed and adopted by its Bishops and Council, opposition to its leaders, refusal to obey leaders (Hebrews 13:17), refusal to follow chain of Authority, failure to make financial support to local, diocese, and national causes, and failure to attend Diocese or National Convocation for two Consecutive years without just cause. The offenses listed below may also be used as cause for disciplinary action.

1. Any rank of minister, teacher, or laity found guilty of sexual sins, MORAL, REBELLION and any other serious violations of Church standards will be counseled and disciplined. The minister, teacher or laity of any rank will be withdrawn from ministry, silenced in the church and removed from any office, which he/she holds. All licenses will be revoked for a minimum of one year after he/she has proven to be completely delivered from such sins and conduct. He/she can be reinstated to ministry by recommendation of local Pastor to Diocese Bishop. *(To be silenced means to have no voice in any capacity whatsoever. You cannot preach, teach, perform ministerial duties, conduct revivals in any church, or vote on any decision or nominate anyone in the general Church - you may be asked to leave some sessions).*
2. Any minister, teacher or laity who opposed or becomes opposed to the teaching, bylaws and practice of the declared policies of the Church is a cause for counseling and or disciplinary action as deemed necessary by the chain of authority.
3. Any woman who is not subject to her husband, her leaders, and maintain a position that is becoming to a woman as set forth by the Bishops and National Council according to the Bible (Eph. 5:22, II Timothy 2:11-12, Heb. 13:17) will be counseled and or disciplined by the chain of authority. The husband should love his wife as Christ loves the church and loves himself. Any husband in ministry who is not in accord with this shall be counseled or disciplined by the chain of authority (Ephesians 5:25, I Peter 3:7).
4. Any rank of minister, teacher, or laity who splits a congregation or causes a congregation to split, causes conflict in the smooth operation of the local, diocese or national church, conspire to alter the legal documents of his church or any of property owned by The Church of God (Pentecostal) Inc., take any monies that belongs to the Church without authorization, make false accusations against the leaders of the Church or its members, become rebellious or disobedient to leadership, will be brought before the diocese board or board of Bishops and National Council for counseling and disciplinary action. His/her license will be revoked and all privileges will be taken. If he/she has taken monies or properties, a full restitution will be made to the Church of God (Pentecostal), Inc. The Church or National Council will use whatever means available even to the court of law, if befitting by the Holy Ghost, to recover any and all properties and monies owed. Anyone stealing or taking from the church is not a brother, but considered a heathen and is in need of deliverance. Therefore, the law is for the lawless and we pray for his/her restoration.
5. Any rank of minister, teacher, or laity found supporting or promoting a minister, teacher or laity who has had his/her license revoked, being disciplined, or being disfellowshipped from The Church of God (Pentecostal) Incorporated will be brought before Diocese board or National Council.

6. The Board of Bishops and National Council of The Church of God (Pentecostal) Inc. does not recognize or approve of our ministers setting up independent congregations. Such ministers will be disciplined as deemed necessary by the board of Bishops and National Council.
7. Any minister, teacher, or laity under discipline shall have a letter of explanation mailed to the chairman and all Diocese Prelate Bishops.
8. When an ought is incurred with a brother, the brother with such ought should go to that brother alone for clarification, and should not verbalize accusations, hearsay, etc. before the Executive Council or among the Brotherhood (Matthew 18:15).
9. The Executive Council shall give time during the April Council Meeting and during the International Convocation for inquiring and studying the Word of God so corrections shall be made as revealed by the Holy Ghost (4/02).
10. In addition to the general expectations the Church of God Pentecostal, Inc. has for its members and leaders as outlined above, there are particular practices and conduct for which disciplinary action might be taken, to wit:
 - a. Conduct contrary to the Word of God.
 - b. Conduct prohibited by the General Rules
 - c. Violations of vows of church membership, ordination, Admission into Full Connection, and Consecration (of Bishops)
 - d. Violation of the Order and *Discipline* of the church.
 - e. Behavior which undermines the ministry of the church.
 - f. Practicing and dissemination doctrines contrary to the doctrines of the Church of God Pentecostal, Inc.
 - g. Sexual Harassment.
 - h. Conviction of a crime of moral turpitude against the State.

Note: A Pastor or an Elder who is silenced by the diocese Bishop must come before the National Council for a hearing to decide the case. (04-17-09)

Section A – Sexual Harassment Policy of the COGP, Inc. (April 2008).

We believe that the COGP, Inc. is part of the body of Christ, and that it must express itself in the world in light of the life and teachings of Jesus Christ. Jesus taught us many things both by Word and Example to be concerned for the welfare and well-being of others, to love our neighbors as ourselves and to be concerned for justice. For the Church to be silent in the face of need, injustice, and exploitation is to deny the Lord of the Church.

In light of our theological perspective, it is the intent of this policy to provide for an experience of grace, justice, and reconciliation for both the aggrieved and the respondent when sexual harassment and/or sexual misconduct is alleged or proven. The minister and those in authority in the Church are in a position of sacred trust. Any such sexual harassment and sexual misconduct is a violation of that sacred trust.

Sexual harassment harms not only the spiritual life of the church, but it also violates the rights of human beings to be free of unwarranted sexual imposition. It refers to behavior that is not welcomed, which is personally offensive, which debilitates morale and interferes with the ministerial or employment relationship. In turning to the minister, persons become vulnerable to the minister and trust that their

vulnerability will be respected and not abused. Sexual harassment and sexual misconduct as a matter of Christian discipline, is totally unacceptable. Accordingly, sexual harassment and/or sexual misconduct by any person in the COGP, Inc. is a prohibited form of personal conduct. In light of the painfully traumatic and serious consequences that should result from an actionable offense, the COGP, Inc. shall not condone sexual harassment in any form. It is expected that all persons having leadership, supervisory, or managerial responsibilities for the governance of the Church, its ministry and ministries shall be prudent in judgment and assure an environment that would eliminate adverse sexual harassment and/or sexual misconduct.

The COGP, Inc., in recognition of biblical and moral principles, is committed to maintaining the highest ministerial and professional standards among all ordained and unordained ministers of COGP, Inc., as well as Church leaders, officers, members, staff and anyone who holds an official capacity in the church. It is the intent of the COGP, Inc. that all persons uphold these standards and assure the integrity of our Church ministry, leadership and administration. Any conduct that violates this trust may result in serious consequences.

ARTICLE 13

Procedure for Hearing

1. A minister, teacher or laity who believes he/she have been unjustly disciplined by their Pastor has a right to a hearing. You must notify your Pastor before going to any board. He/she must be heard by a board of three or more ordained Elders or Bishops preferably in his diocese where he was disciplined. He/she must be fully informed of the charges brought against him/her and the nature of these charges. He/she must be informed of the bylaws violation that has been committed. He/she has a right to face his/her accuser, to present testimony, to present witness. The accused has the right to appeal the decision of the diocese board to the National Board.
2. Any Pastor, Bishop-Elect, Bishop, charged with violation of the bylaws or committing an offence to the church must be tried. Pastors can be tried by Diocese board and appeal the decision to the National Board. The National Board will try Bishop-Elect and Bishops and their ruling will stand. He will be notified by certified letter of the charges/violations being brought against him and the date of his hearing. If he refuses to come before the board he will be silenced, his license will be revoked, he will be disfellowshipped if necessary, and all credentials should be submitted to the national secretary or chairman within 3-5 days. He has a right to face his accuser, to present testimony, and to present witnesses. If found guilty of the charges, he can be restored if he repents. He may or may not regain his position depending upon the ruling of the National Board. If he is found not guilty, he will be fully restored to his position in the church.
3. Any minister, teacher or laity who does not follow the chain of authority may not be heard. You must notify your Pastor that you are requesting a hearing at which point he will arrange for you to proceed further. If your Pastor fails to honor your request within fourteen (14) days after notification, you have a right to go to your State or Diocese Bishop who will in turn arrange for your hearing and contact the Pastor to see what is causing the delay; and if necessary, counsel him. The following is a chain of authority:
 1. Auxiliary Leader (Not always applicable)
 2. Pastor
 3. State Bishop
 4. Diocese Board
 5. Diocese Bishop
 6. National Chairman
 7. National Council
 8. Senior Presiding Bishop of COGP, Inc.
 - *Verification of following these procedures shall be validated in unity. If you have not followed this procedure, you will be sent back to the beginning of the chain of authority (4/02) (04/05)*

Anyone who does not exercise their rights within the timelines stated above will be heard only at the discretion of the National Council and could be denied a hearing depending upon the National Council review of the case.

Anyone who is to appear before the National Council will be escorted only by the Director of Adjutants (or his designee).

Approved - 04/18/08

ARTICLE 14

Section A – The Code of Conduct for Ministers at all (4) Ranks – {Ministers, Elders, Bishops-Elect, Bishops}, Missionaries, Deacons and Evangelists

I hereby acknowledge that I am a minister of the Lord Jesus Christ and of The Church of God Pentecostal. I have been called of God to proclaim the unsearchable riches of His Word with love. Therefore, I, with full knowledge and with good intent, voluntarily adopt the following principles in order that through dedication and self-discipline, I may set a more worthy example for those whom I seek to lead and serve:

1. I will cultivate my spiritual life through fasting, praying, and prayerfully studying the Word of God.
2. I will dedicate my time and energy to my Pastorate / ministry / auxiliary and will maintain a strict standard of salvation.
3. I will strive with Evangelistic zeal to build up my church and the Church of God Pentecostal.
4. I will be obedient to my leaders and maintain a Christian attitude of respect toward my fellow ministers.
5. I will under no circumstances violate confidences that come to me as a Pastor, Elder, Minister, Deacon, Missionary, or Evangelist.
6. I will give attention to and when possible, support the general church, recognizing that my church is a part of a body of churches.
7. I will support the National, Diocese and local Church financially with my tithe, offering and assessment dues.
8. I will fulfill the accountability statement as outlined in Article 26 – Section L.

Even so Lord, Jesus. Amen.

Pastor

Diocese Bishop

Senior Presiding Bishop

State Bishop

Candidate for License

Director of Credentials & Licensing

International Secretary

License Applicant:

- | | |
|---------------------------------------|-------------------------------------|
| <input type="checkbox"/> Minister | <input type="checkbox"/> Missionary |
| <input type="checkbox"/> Elder | <input type="checkbox"/> Deacon |
| <input type="checkbox"/> Bishop-Elect | <input type="checkbox"/> Evangelist |
| <input type="checkbox"/> Bishop | |

Candidate's for License: _____ (please print)

Address: _____

Telephone: _____

E-Mail: _____

Section B – The Code of Conduct for General Membership

I hereby acknowledge that I am a member of The Church of God Pentecostal, Inc. _____ (local address), which is a part of the parent church at 818 Telegraph Road, Prichard, Alabama; And therefore acknowledge if I do not abide by the contents of this code of conduct or the bylaws, or refuse to support the church such as financial, attendance, doctrine, etc., I will be **ineligible** to vote or hold any office in the National, Diocese or local church.

1. I will cultivate my spiritual life through fasting, praying, and prayerfully studying the Word of God. (St. Luke 18:1, I Thess.5:17, II Tim.2:15).
2. I will strive with Evangelistic zeal to help build up my church and The Church of God Pentecostal, Inc.
3. I will be obedient to my Pastor, National, Diocesan, and Local leaders (Hebrews 13:7) and maintain a Christian attitude of respect for my Pastor and leaders.
4. I will under no circumstances violate confidences that come to me as a member of The Church of God Pentecostal, Inc.
5. I will refrain from being a busybody; gossip; talebearer nor in other men’s matters.
6. I will support the National, Diocese and local church financially with my tithe, offering and assessment dues.
7. I will fulfill the accountability statement as outlined in Article 26 – Section L.
8. I will follow my chain of command.

NOTE: The following is the Chain of Command:

1. Auxiliary Leader
2. Pastor
3. Diocese Board
4. Diocese Bishop
5. National Chairman
6. National Council
7. Presiding Bishop of the general assembly.

Even so Lord Jesus, Amen.

Member’s Signature

Pastor’s Signature

Approved - 04/18/08

ARTICLE 15

Good Business Practices & Leadership

1. Disclaimer of records: These records and practices have been compiled for the sole use of COGP, Inc. members and officers. Please guard against its unauthorized use by others. (4/02)
2. Bishops and Pastors will not be held accountable for clandestine business not brought to the forefront prior to its negative exposure. (I.e. Foreclosures, Liens, etc.) (4/02)
3. Jurisdictions and Pastors will not be placed under demand to comply with an idea or matter that has not been given prior sanction by the Executive Council. (4/02)
4. No Officer of the General Church has the authority to place himself or herself in a position that has not followed the parliament and guidelines of the General Church. (4/02)
5. All new Pastors, as of 2002, are required to participate in some form of staff development, professional growth, leadership workshop, or at least one continuing education course for the first 5 years of Pastoral Leadership.
6. All Pastors are required to attend a three (3) hour Bible Study Institute each year at the National Convocation or the International April Council meeting, annually. (4/2011)

Section A – Business Transaction

1. The Pastor shall serve as the CEO of his local Church and decision-making authority as long as his life is in accordance with the Holy Bible and the Bylaws of the Church of God Pentecostal, Inc. (4/02; 7/15)
2. The Pastor shall approve or disapprove all meetings and/or activities before anyone announces or invites guest to the local church under his jurisdiction.
3. Each Pastor will be required to attend an Annual Sexual Harassment Certification Workshop as of August 2008 in accordance with the Sexual Harassment Policy as outlined in Article 12- Section A.
4. The Pastor shall appoint a Pastor's aide committee to oversee his Pastoral needs.
5. All Pastors should strive to become full-time Pastors. Full-time Pastors should be financially compensated for the work of the ministry by the local church. If necessary, a team appointed by the National council of three (3) with experience in finance, budgeting etc. would come and assist the local church for the purpose of a smooth transition. (4/02) All Pastors should give their support to the succeeding International Bishop in National Convocation.
6. All full time Pastors with a membership of at least 100 members should be compensated for a minimum of \$4,000 per month. Full time Pastors with a membership of 50-99 members should be compensated for a minimum of \$2,500 per month.
7. Compensation may be in the form of non- taxable substantiated housing allowance with an annual resolution from the local governing board.
8. In addition to the above compensation full time Pastors should have a monthly Pastoral day whereby the membership give a generous, free will Pastoral offering and an annual Appreciation day given by the membership.

9. Each Pastor should have a life insurance policy with premium paid by the local church. The Church and the wife should be the beneficiaries on an agreed percentage by the Pastor and the local church governing board.
10. The Pastor shall have a P. O. Box and safe deposit box as early as possible to have good business practices. (4/13/79)
11. The Pastor's personal money should be loaned to the people (church) by making a note for all personal money and the church shall pay it back. Be sure to register the "note". When the obligation is paid, clear the lien. If you "give" \$10,000; let it be a gift. (8/14/79)
12. Each Pastor should be the leading example of a consistent tither of ALL of his increase to the local church.
13. Each Pastor is to teach and lead their church into a 100% tithing membership.
14. Each Pastor should ensure that their local church finance committee subscribe to the tithe of tithe concept paid to the diocese and national treasurer at an equal amount of 5% each. For each fiscal year, beginning August 31st to July 30th, tithe of tithe should be submitted (5% each) to the diocese and national by the 10th of each month.

Example: *If the local church received \$10,000 in tithes income for the month of August 2007, \$1,000 would be its tithe of the tithe for August 2007... \$500 will go to the diocese treasury and \$500 will go to the National Treasury by the 10th of September 2007 and the 10th of each month thereafter.*

15. Tithe of the tithe contribution to the national and diocese is in lieu of annual diocese and national assessments. Our Senior Bishop Young has over 25 years proven record at the Church that this system works to alleviate extra financial burdens on membership for assessments after they have given tithes and offering to their local church and has an annual average record of over \$24,000 tithe of tithe income with less than 100 consistent tithers.
16. Tithe of the tithe from each local church will cause each diocese and national to expand, rebuild, provide outreach, grow and provide for staff development, integrity, to be the lender, not the borrower and a spirit of Excellency throughout the COGP, Inc.
17. The Pastor shall operate financially upon what he can live with. (4/13/79)
18. The local church is required to take care of the Pastor's expense to the National Convocation and National Council meeting when required to attend.
19. The Pastor shall submit an Annual Report to the headquarters including the following:
 - A. Inventory Form (when requested)
 - B. Membership Report
 - C. Application for Licenses with a written letter of recommendation.

Section B – The General Accounting

I. The Accounting System

Record Keeping

1. The National Accountant, treasurer, secretary, chief of staff to the executive secretary, the director of fiscal affairs, and finance chairman shall be solely responsible for the financial record keeping of The Church of God (Pentecostal) Inc. If the National Accountant is outside the organization, he/she shall work directly with the National Financial Secretary, treasurer, and the chief of staff to the executive secretary, the director of fiscal affairs and Finance Chairman.
2. The Financial Accountant shall keep a general journal for recording transactions as they occur and a general ledger for posting, to insure that accounts are properly and accurately accounted for. The Financial Secretary, treasurer, along with the chief of staff to the executive secretary/director of fiscal affairs/Finance chairman shall reconcile his records with the paid Accountant annually or at most quarterly. (Approved 7/2015)
3. The books shall be kept on a fiscal year basis (September 1 through August 31) using the cash method.
4. In order to keep accurate records, the accountant should know about every transaction that affects the National Treasury of the Church of God (Pentecostal), Inc. that may occur during any period of the year.
5. Every transaction that occurs during the International Convocation shall be recorded in the general journal. Thus at such time, the National Accountant shall work along with the Finance Committee at the direction of the chairman /director of fiscal affairs.
6. All transactions shall be recorded in the general journal and posted to its subsidiary account in the general ledger.
7. All transactions should have some written form of verification of its occurrence.
8. All transactions should go through the International Corporate Office to be considered valid.
9. Loan repayments and money that is promised shall not be recorded as income.
10. The Executive Board of the General Assembly shall be granted the right to audit the records of the national Accountant and Finance chairman /director of fiscal affairs at any time without notification.
11. The director of fiscal affairs shall know about every transaction that occurs during the year, the National Treasurer shall submit a monthly transaction follow-up to the director of fiscal affairs within 10 days of the present month. (4/91; 7/2015)

II. The Accounting System

The National Treasury

1. The National Treasury shall contain all monies belonging to the General Assembly and all National Auxiliaries. Such capital accounts shall be called trustee accounts. These accounts shall be controlled by the Executive Board of The Church of God (Pentecostal), Inc. and the Director of Fiscal Affairs as deemed necessary.
2. The National Treasury shall be maintained by the Finance Committee of The Church of God (Pentecostal), Inc. consisting of:
 - A. Finance Chairman/ Director of fiscal affairs
 - B. One Treasurer
 - C. One Accountant and/or Financial Secretary
 - D. Three Finance Personnel **from the finance committee**
 - The Finance Chairman / Director of fiscal affairs shall head the Finance Committee.
 - The Treasurer or his designee from finance committee shall make deposits and withdrawals, issue receipts, handle disbursements, keep a cash ledger, etc.
 - The Executive Secretary and National Treasurer shall maintain and control the financial records of The Church of God (Pentecostal), Incorporated in collaboration with the Director of fiscal affairs / finance chairman

ALL Finance committee Personnel

Shall work under the supervision of the finance committee chairman/ director of fiscal affairs to assist him in handling the financial affairs of The Church of God (Pentecostal), Inc..... There shall be four (4) personnel counting the funds during all National meetings, under the direction and supervision of the Director of Fiscal affairs / Finance Committee Chairman or his designee.

3. The National Treasury shall be divided into Five Fund Accounts:
 - A. Checking (Interest Bearing)
 - B. CD's
 - C. Discretionary Fund
 - D. Savings (Interest Bearing)
 - E. Investment Financial Instruments
4. The National Treasury shall not be a joint account with any other treasury. This treasury shall be strictly handled through the National Executive Board and the Director of Fiscal Affairs. Strict stipulations should be established by the director of fiscal affairs, treasurer and international Executive secretary and adhered to for withdrawals and disbursements from the National Treasury. The Executive Staff and the Finance Committee should establish a policy for allocation of funds, withdrawals, and expenditures.

III. The Accounting System

Trustee/Capital Accounts

1. The National Youth Department and the National Women's Department shall entrust all their monies to the National Treasury. They shall not have a separate account apart from the General Assembly.

2. Trustee Accounts shall be maintained in the National Treasury and controlled by the Executive Board of The Church of God (Pentecostal), Inc. as deemed necessary.
3. All National Auxiliaries shall be granted the right to request money from the National Treasury of its account balance at any time. The Inter Office Requisition shall be submitted within 14 days prior to the date of need (exceptions for extenuating circumstances shall be approved by Director of Fiscal Affairs) stating the amount and purpose and bear the signatures of the executive officer, the treasurer, and/or the secretary of that department. This requisition must go through the International Office for approval. The Executive Board has the authority to deny or modify any requisition. A written valid explanation will be given to the requester.
5. **All disbursements will be made by check with pre-approved requisitions.**
6. All offerings/ cash received at the National meetings shall be handled only by director of fiscal affairs, National Treasurer and members of the Finance Committee for verification and deposit. Only the Treasurer or his designee from finance committee should make deposits. The Treasurer shall issue receipts for all cash received. After deposits are made, the Treasurer shall forward deposit slips to the director of fiscal affairs/ finance chairman and National Accountant for filing and reconciliation purposes, and then returned to the International Secretary / Chief of staff and Treasurer along with copies of canceled checks.
7. Monies received from the National Youth Department and the National Women's Department shall be deposited into an account at the discretion of the Finance Committee. Before the Treasurer or his designee can make deposits, this money must be verified and a receipt issued. This will not affect the depositor's withdrawal requests as long as they have funds in the account.
8. The secretary and treasurer of the National Youth Department and the National Women's Department shall keep accurate records for verification and internal audit purposes of monies in their trust accounts. Their accounts should be reconciled with National Finance Committee quarterly.

IV. The Accounting System

Fund Accounts

1. The Checking Account
 - A. All cash disbursements above \$50.00 should be made by check and acknowledged and verified by a voucher.
 - B. All checks disbursed during National Convocation shall be signed by the Senior Presiding Prelate and the National Secretary.
 - C. All checks disbursed before and after Convocation shall be signed by two (2) of the three (3): the National Treasurer, the Secretary and/or presiding Bishop.
 - D. An accurate check registrar should be kept on file with the checkbook in the International Office.
 - E. The checking account should be reconciled each month by the National

Accountant/Secretary, treasurer and the director of fiscal affairs/ Finance Chairman.

- F. The National Accountant or the Secretary shall receive all bank statements for reconciliation purposes and filing. The Accountant or secretary shall forward copies of all bank statements to the national Treasurer. (The Executive Board shall rent a P.O. Box for the accountant and/or secretary.)
- G. All bank statements should be kept on file in the International Office.

2. Savings Account

- A. Two (2) signatures shall be required to withdraw monies from this account.
- B. Persons designated to make withdrawals from this account shall be the National Treasurer, Secretary, and Presiding Bishop or his designee.
- C. All interest received shall go to the National Treasury.
- D. Quarterly bank statements shall be verified upon receipt by the National Accountant.
- E. Money being requested by the National Youth or Women's Department from their capital account shall be in writing. A check shall be written and issued to the qualified requestor the same day the request is cleared by the officials with check issuing authority.

3. Working Fund Account

- A. A Petty Cash Fund should be established with \$500.00.
- B. The Petty Cash Fund shall be kept in the International Office.
- C. The National Treasurer should be responsible for the Petty Cash Fund.
- D. The purpose of this fund account shall be to make approved cash purchases under \$100.00 for the General Assembly (i.e. snacks for Council Meetings, etc.), grant approved cash advances under \$100.00, and cover all necessary and emergency spending and reimbursements.
- E. Petty Cash disbursements should be operated under the impress system with the preparation of a voucher for each disbursement. Each voucher should be indelibly dated, include an explanation of the expenditure, indicate the account to be charged, show the amount of the expenditure (numerically and spelled out), be properly approved and signed by the person receiving the money and the person disbursing the money.
- F. Receipts should be kept for verification of expenditures.
- G. Petty Cash shall be replenished annually after Convocation by check from the National Treasury. A Petty Cash Replenishment Form must be submitted and approved.

- H. Petty Cash must be audited by the director of fiscal affairs or the presiding Bishop, the National Secretary or the National Treasurer before replenishment can be granted.

V. **The Accounting System**

Financial Statements

1. The National Secretary assisted by the director of fiscal affairs and National Treasurer shall submit an Income Statement to the National Accountant following Convocation.
2. An Income Statement shall be submitted to the National Accountant from the National Youth Department and The National Women Department following their annual / biannual meetings.
3. The National Accountant shall send out quarterly reports to the Treasurer of the General Assembly, the National Youth Department, and the National Women's Department to show their Capital Account Balance in the National Treasury.
4. The National Accountant shall prepare an annual Balance Sheet and Income Statement at the end of each fiscal year to reflect the financial disposition of The Church of God (Pentecostal), Incorporated.
5. The National Accountant shall prepare a statement of Financial Disposition for the Executive Board of The Church of God (Pentecostal), Incorporated prior to the Annual Council and/or any other financial statement upon request.

VI. **The Accounting System**

Cash Advance

1. All cash advances above \$100.00 should be made by check.
2. The National Accountant shall follow-up on all cash advances and shall approve annual cash advance replenishment. In order to account for proper use of funds, receipts must be kept. Unexpended amounts should be returned to the treasury.
3. No cash advances shall be issued for personal use.
4. The annual \$500.00 cash advance issued to the National Secretary to cover cost of printing, copying, postage, etc. should be accounted for. The secretary shall submit receipts to verify each expenditure. Only the amount of approved receipts shall be replenished to him for the coming year. Thus keeping the National Secretary with an annual \$500.00 cash advance.
5. The National Treasury shall grant the National Youth Department and the National Women's Department a Working Fund Account. An annual cash advance of \$500.00 shall be issued to the National Youth Department and \$500.00 to the National Women's Department to cover the cost of printing, copying, postage, and other church-oriented, business expenses. The money obtained for this purpose is placed in the custody of a person authorized to disburse the funds in accordance with stipulated restrictions as to maximum amount and purposes. These cash advances will not be granted annually without proper receipts and vouchers and proof of cash balance on hand.

VII. **The Accounting System**

Reimbursements

1. The National Treasury shall reimburse all authorized persons for valid expenses incurred while on official business for the Church of God (Pentecostal), Inc.
2. No reimbursement will be made without proper receipts.
3. Expenses incurred while on official business that were not job related will not be reimbursed.
4. All reimbursements must be reviewed and approved by the Director of fiscal Affairs.

VIII. **The Accounting System**

Returned Checks

1. The National Accountant shall handle all returned checks written to The Church of God (Pentecostal), Inc.
2. A register shall be kept for all returned checks due to "Insufficient Funds".
3. The National Treasury is not responsible for checks written to individuals.
4. All returned check transactions shall be recorded to the General Journal and adjustments shall be made to the General Ledger to reflect the change to the affected Capital Account.
5. The National Accountant shall inform the National Youth and/or Women's Department of all returned checks pertaining to their department so they can adjust their records.
6. A follow-up letter shall be written to the payer in an effort to recover the loss.
7. The National Accountant shall establish a Returned Check file consisting of a copy of the returned check, letters of follow-up, and a following-up report.

IX. **The Accounting System**

Borrowing from the National Treasury

1. Specific guidelines should be followed for money to be loaned from the National Treasury. A.
All loans should be made by application only and approved by a loan committee of three persons or the Executive Board of the General Assembly.
(Loan Applications can be obtained by writing to the National Accountant or the National Treasurer.)

B. No personal loan shall be granted from the National Treasury of the Church of God (Pentecostal), Inc.
(A personal loan is a loan being requested by an individual for his own use and purpose.)

C. No loan shall be granted to an entity that is not a part of The Church of God (Pentecostal), Inc.

D. Loan Repayments must be made monthly, starting the month following - due the date

- the loan was issued unless other arrangements have been made. (Amounts and due dates can be negotiated.)
- E. Arrangement for repayment of loans should be established and agreed upon prior to loan approval and issuance.
2. Loan limitation guidelines should be established and adhered to.
- A. The National Treasury of the Church of God (Pentecostal), Inc. outstanding loans shall equal no more than \$30,000 per annum.
 - B. No one party shall be granted more than one outstanding loan within the same time frame.
(A second loan can only be granted 30 days after repayment of initial loan is paid in full.)
 - C. An individual Church shall be allowed to borrow up to \$1000 for 1 year.
 - D. A group Church loan can be granted for up to \$3000 for two years.
 - E. A loan to a local assembly or state that is a part of the Church of God (Pentecostal), Inc. can be granted for up to \$10,000 for five years.
3. Guidelines for loan consideration and approval should be acknowledged and adhered to.
- A. Loans under \$500 can be approved by a Loan Committee. However, before a check can be issued, the approved application must be cleared through the International Office.
 - 1. Loan requests under \$500 from the General Fund are reviewed by a loan committee of the General Assembly. Applications are submitted to the Director of Fiscal affairs.
 - 2. Loan requests under \$500 from the Youth Department are reviewed by a loan committee of the Youth Department. Applications are submitted to the National Youth President.
 - 3. Loan requests under \$500 from the Women's Department are reviewed by a loan committee of the Women's Department. Applications are submitted to the National Supervisor. (Loan Committees are to review applications during their meetings).
 - B. All loans above \$500 from any Trustee/Capital Accounts must be approved by the Executive Board of the General Assembly. Loan applications are submitted to the International Director of fiscal affairs for review and approval during the August Meeting or the April Call Meeting. (If loans need to be approved prior to review dates, the Executive Board can make arrangements.
 - C. All approved loans shall be issued by check only.
 - D. The National Accountant shall establish a Loan Register to reflect all loans issued (outstanding and non-outstanding) by the director of fiscal affairs and National Treasurer of The Church of God (Pentecostal), Inc.

Section C – IRS Rulings

Internal Revenue Service Code for Non-Profit Organizations

IRS Compliance Mandates for Local Churches as well as the General assembly during Convocations, Women Convention, Youth Congress, etc.

Because the Church is liable for legal violations occurring in their financial records,

- 1) Every local church as well as International and national convocations and international auxiliaries should maintain financial records that accurately reflect income and disbursements, along with documentation to verify all such transactions.

It is important that these financial records do not reflect private inurement nor unrelated business income.

Member's/Non-member's contributions should be verified by offering envelopes; therefore, all offering envelopes should be kept on file for a period of 3-5 years.

Disbursements should be justified by receipts, canceled checks, etc.

- 2) As a means of good business practice, every local church should maintain a checking and a savings account. Multiple treasuries and accounts handled by different persons are a reflection of improper accountability and embezzlement for the local church. There should be no hand-held treasuries. All National, Diocese, and Local checking and savings and any other accounts shall have a two signature requirement.

End of the Year Mandates

Annual Statements of Financial Contributions should be prepared and issued to every member/person who gave financial support to the local church. The church is liable for reporting to the IRS monies of anyone who receives compensation from the Church.

W-2's should be prepared for all persons who are employed by the local church.

1099's MISC should be prepared for all persons (non-employees of the church) who received income of \$600 or more for the local church. This includes offerings given to visiting Pastors, speakers, Evangelists, professional singers, independent contractors, etc.

Annual Important Tax Dates

January 31 During January, all employees should be given their copies of Form W-2 as soon as possible. The due date is January 31.

Due date for employers to file Form 941 (or 941E) for quarterly income and social security (FICA) taxes withheld from employee's salaries in October, November and December.

Due date for employers subject to federal unemployment tax (FUTA) to file annual return.

Give annual information statements to recipients of certain payments made by a church or NPO during the year (a copy of the appropriate Form 1099 may be used). The types of payments that are covered include:

30. Compensation for workers who are not considered employees

31. Interest
32. Real Estate Transactions Rent
33. Royalties
34. Annuity Payments

February 28 File Form W-3, along with Copy A of Form W-2s issued

File an information return (Form 1099) for certain payments that a church or NPO made.

April 30 Due date for employers to file Form 941 (or 941E) for quarterly income and social security (FICA) taxes withheld from employee's salaries in January, February, and March.

May 15 Due date for Form 990 and 990-T for the calendar-year; churches and Knops are required to file these forms.

July 31 Due date for employers to file Form 941 (or 941E) for quarterly income and social security (FICA) taxes withheld from employee's salaries in April, May and June.

November 2 Due date for employers to file Form 941 (or 941E) for quarterly income and social security (FICA) taxes withheld from employee's salaries in July, August and September.

Negligence or disregard to IRS Tax Laws is legal grounds for prosecution, fines up to \$100,000 or more, repayment of contributions and legally closing down the church. If you have any questions or concerns, please contact our National Accountant. If you need professional assistance in bringing your financial records into compliance with the IRS Tax Code, the National Accountant will gladly come to your church and offer their services for a minimal fee. There will be an IRS representative updating us on changes/new tax laws, annually, at the April Council meeting. (April 2008)

Approved - 04/18/08 - Updated 05/23/2016

ARTICLE 16

Section A – The Procedure for Appointing a Deacon

Deacons shall be sought out and chosen from among the saved, male population of members and appointed to this office by his Pastor. A Deacon must first prove himself to possess the qualities as expressly written in Acts 6:3. Secondly, it is understood that a Deacon, once appointed, tried and elevated, is to be examined to hold license for this office.

"Wherefore, brethren, look ye out among you seven men of honest report, full of the Holy Ghost and wisdom, whom we may appoint over this business."

Section B – Duties of the Deacon

He shall...

1. Assist the Pastor in matters pertaining to the church such as care and up keep.
2. Serve tables. (Receiving offerings)
3. Stand in and bring forth the Word of God in the absence of the Pastor, if necessary
4. Open services with prayer and devotion.
5. Serve as a Trustee as requested.
6. Understand and have knowledge of facilities.
7. Assist in the upkeep of facilities; i.e. maintenance, repairs, etc.
8. Be able to assist and administer communion
9. Visit the sick and shut-in
10. Serve on finance committee as requested and needed.
11. Have some knowledge of Church business
12. Understand the operation of the local Church

I Timothy 3:8

"Likewise must the Deacons be grave, not double tongued, not given to much wine, not greedy of filthy lucre; holding the mystery of the faith in pure conscience."

A Deacon must be first put on trial for a period of one year. Should he prove faithful, he shall be duly ordained by his local Pastor. To ordain a Deacon, he shall be anointed with oil and prayer should be offered over him. He should then be commended to the job of a Deacon.

Approved - 04/18/08

ARTICLE 17

Trustees (Local, Diocese, National Church)

The office of a trustee shall be an elected office by the local church or appointed office by the Bishop or Pastor. The elected office shall be by nomination and majority vote. Trustee may be male or female; who fits trustee job description.

Duties & Qualifications:

1. Faithful to the work of the Church.
2. Possess the gift of the Holy Ghost.
3. Full of wisdom and understanding.
4. Able to transact business.
5. Able to represent Church in business transactions.
6. Works in harmony with the National Executive Board; National Council; Diocese and local officers.
7. Makes recommendations to the local, diocese and National Council.
8. Stays abreast of Church general operations.
9. Makes recommendations for the general welfare of Church and its members.
10. Assist the local, diocese and/or National Council to follow-up with membership in financial and business matters.
11. Must be able to develop ways and means to maintain and meet budgeted expenditures of the Church.
12. Has total knowledge of the organizational structure of the National, diocese, and local Church.
13. Has total knowledge of the trust Deed, monthly financial obligations, needs, etc.
14. Has a willingness to serve the church to their highest ability.
15. Has a willingness to go beyond the call of duty when necessary.
16. Develops ways and means to fulfill our yearly goals for the local, diocese and national Church.
17. Assist in the development of the Yearly National budget.
18. Develops priority list of improvements needed.
19. Keeps the Pastor, Diocese Bishop, Senior Bishop and National Council informed of progress and operations of Trustee Board with monthly local reports and/or quarterly diocese/National reports.
20. Fulfills accountability statement as outlined in Article 26 Section L. (4/02)

Pastor, Bishop or National council has a right to appoint and remove trustees from their Local, Diocese and National Boards.

Note: This job description is inclusive of all levels of the local, diocese and national Church Assembly

Approved - 04/18/08

ARTICLE 18

Acceptance of Membership

We believe that acceptance of membership into the Church of God Pentecostal shall be regeneration as is recorded in St. John 3:3 - "*Jesus answered and said unto him, verily, verily, I say unto thee, except a man, be born again, he cannot see the kingdom of God.*"

St. John 3:5 - "*Jesus answered, verily, verily I say unto thee, except a man be born of the water and of the spirit, he cannot enter into the kingdom of God.*"

I Peter 1:23 - "*Being born not of corrupted seed but of incorrupted by the Word of God which liveth and abideth forever.*"

Should there be one who comes to any of the Churches of God Pentecostal and have not had an experience of salvation with the gift of the Holy Ghost with tongues and desire to become a member, he shall be taken as a follower (name, address, and telephone). There must first be an expression from this person of a desire to become a member. At the time he or she receive the Holy Ghost with tongues, he or she must be accepted as a full member and given the right hand of fellowship; after which the Pastor will read the doctrine of the Church of God Pentecostal, Incorporated.

The membership of the local church shall consist of all who have been set in order as a church by those authorized to do so; having confessed their faith in Christ as their personal Savior, being filled with the Holy Ghost, believing in the doctrine of our church, and willing to be ruled by our government.

The Bishop having jurisdiction over that state or diocese should set the local church in order.

Section A - Loyalty

There are certain attitudes and practices supported by scriptures that The Church of God (Pentecostal), Inc. considers essential to a member's loyalty to the church. The first of these is an acceptance of the teachings and doctrines of the church; a basic agreement is essential to church membership: acceptance of the Word to repent and be baptized in the Name of Jesus and full agreement is necessary for service in official capacities in the church. This full agreement is when a member has received the gift of the Holy Ghost with evidence of speaking in tongues as the Spirit gives utterance as recorded in Acts 2:4.

- A. That members who are not loyal to The Church of God (Pentecostal), teachings should not and will not be allowed to serve on official boards of local churches.
- B. That the second point of loyalty is being consistent in church attendance.

Members who are inconsistent in their attendance of the regular services at their local church for a long period of time should be counseled by the Pastor and at the Pastor's discretion for the purpose of finding out what the problem may be; and, to give assistance in the problem area. Should the non-attendance continue, they should be relieved of their duties.

1. The third point of loyalty is tithing. All members of The Church of God (Pentecostal), Inc. should pay tithes into the local church of their membership. Genesis 14:18-20; 28:20-22, Malachi 3:10, Luke 11:42, I Corinthians 9:6-9; 16:2, Hebrews 7:1-21. 4/13/89
2. No member shall call any meeting at any time without approval from the Pastor or Diocese Bishop. A member who does not follow chain of command will be sent back to the beginning as outlined in Article 14 B- Note.

Section B – Transfer of Membership

When a member transfers to another church within the Church of God Pentecostal, Inc. there shall be a letter of acknowledgement from the previous Pastor. (4/02)

Section C – Determination of Members

COGP, Inc. recognizes three (3) classes of members; “Full-fledged and Active,” “Provisional,” and “Non-Active.” While no one is denied in becoming a member of COGP, Inc., full-fledged and active members are those in which the resources of the ministry are generally available.

The class of member designation is determined primarily being full of the Holy Ghost, faithful attendance, participation and in the giving of tithes and offerings. That is, their financial support over a consistent period of time as well as their involvement in the various ministries of local Church.

As each individual and/or family’s financial resources are different, membership class is not determined on the actual amount of the tithes but on the basis that the member or family does participate in tithing according to Malachi 3:8-10.

35. One method that God uses today to pour His blessings upon His People is the return from the tithe. Is it any wonder that this is the one area Satan has hindered the majority of Christians from receiving God’s promised blessings? Almost every Christian, at some point in their life, has experienced the attack of the enemy against their finances. Why? Satan has a two-fold purpose to bind and destroy your finances.

1. He wants to block you from receiving God’s Provision.
2. He wants to hinder you from financing the work of God in the nations of the world.

36. If the enemy can cause you to withhold giving your tithe and offerings, then he will succeed in binding your finances. The key to reaping God’s blessings upon your finances is to develop your relationship with Him. Walk in absolute obedience to the divine pattern that He has established in his WORD concerning giving and receiving. The question many Christians ask is: Why is it important for me to give my tithes?

12. In God’s Plan for supernatural provision, He intends the TITHE to be the means whereby He blesses and prospers His people and from which the needs of His house will be supplied.
13. Through the system of giving tithes, there should BE NO LACK IN THE HOUSE OF GOD!
14. God has planned for tithing to be a vital part of your relationship with HIM.
15. Through TITHING , you may enter FELLOWSHIP with God.
16. Rejoice in HIS PRESENCE for HIS BLESSINGS IN YOUR LIFE.

In Malachi 3:8-11, God gave us a COMMAND, A CHALLENGE, AND A PROMISE.

GOD’S COMMAND:

1. Our Tithe, a tenth of all of our income, belongs to the Lord. It is HOLY.
2. It is the precious seed that we MUST sow in order to reap His Promised Blessings.

GOD'S CHALLENGE:

1. God's challenge to you today is to PROVE HIM.
2. He wants you to test Him to see if His promise for blessing is true.
3. God says: Give ME your tithe FIRST. Then PROVE ME to see if I will pour MY blessings upon you.

GOD'S PROMISE:

1. As you give your TITHE, God promises to open the windows of heaven and pour His blessings upon you.
2. He has promised to pour a blessing upon you that there shall not be room enough to receive it (Malachi 3:10).
3. There will be MORE THAN ENOUGH!!! (June 29, 2015) (Bishop Young)

An individual is anyone who is considered the "head of household" or anyone 18 years and older living on their own or anyone who is considered "emancipated" from the parent(s) or guardian(s).

Spouses and children living at home (or attending college) are considered as a part of a family and are afforded the same privilege as the spouse and parent(s).

All active, full-fledge members must sign a code of conduct.

Active/Full-fledged members are afforded (but not limited to) the following:

- (a) Financial assistance in times of need (as necessary)
- (b) Free use of the sanctuary and staff for funeral services of themselves or immediate family member
- (c) Discounted use of facilities for weddings
- (d) Eligibility for and consideration of staff or departmental positions and other appointments
- (e) Full voting privileges in business meetings.

Provisional and Non Active members will not have all the same privileges as an active / full-fledged member.

Section D – Minimal Annualized Tithe Amount

The minimal tithe amount that an individual or family member must give to the local Church in order to be classified as Active/Full-fledge is based on the Department of Health Human Services statistics on the levels of poverty and welfare for individuals and families. Since it is a contradiction of God's Word to consistently and faithfully tithe and "remain" impoverished or in a welfare state as a way of life, the minimal amount that must be given is a tenth of the welfare or poverty level (individual or family).

For example, according to statistics from the U.S. Department of Health and Human Services, the annual poverty level or welfare state for 2001 was \$8,950 for an individual and \$17,650 for a family of four (4). Therefore, to be an Active/Full-fledged member, an individual must give a minimum of \$895 annually in tithes and a family of four must give a minimum of \$1,765.

Approved - 04/18/08 - Updated (11/14/2016)

ARTICLE 19

Code of Dress

We believe the Bible to be the inspired Word of God and thereby is the guide by which man will be saved or will be lost. Paul the Apostle wrote in his Pastoral epistle to Timothy, I Timothy 2:9-10:

"In like manner also, that woman adorn herself in modest apparel, with shamefacedness and sobriety. Not with braided hair, or gold, or pearl, or costly; but, which becometh women professing godliness with good works."

Modesty is to be the spirit of all adornment whether it be man or woman. If in our women, there is an absence of shame heartedness, there will also be the absence of shamefacedness. The nature of the being, adorned as a man or woman is a sacred nature. As we believe men/women to be the true guardian of virtue. His/her mannerism, spirit, and temper constitute the defense of virtue. We believe that the way one dresses portrays his mind and character. Our men and women should also dress according to the circumstances such as age, rank, means, and demands of position.

We further believe that our women should not wear clothing which pertains to a man, Deuteronomy 22:5. Likewise, the man should not wear clothing, which pertains to the woman. We believe modest apparel does not mean modesty according to the latest fashion; but, that modesty has a standard we believe in accordance with I Corinthians 11:3-5 *"Every man praying or prophesying, having head covered, dishonoureth his head. But every woman that prayeth or prophesieth with her head uncovered dishonoureth her head."* Also I Peter 3:1-7. (4/93)

Code of Dress for Clergy

The Church Calendar begins with Pentecost Sunday and ends with Ascension Sunday. There can be up to twenty-eight Sundays after Pentecost and up to nine Sundays after the Epiphany; but these dates are never in the same year. The "festival" part of the year speaks about "the Savior". The non-festival part of the year addresses "the Saved". Events throughout the year include Pentecost, Advent, Christmas, Epiphany, Lent and Easter.

Ordained Elders

An Elder should wear only two primary colors namely, Black or White. These primary robes may be trimmed with other colors such as purple, green, blue or red. None of the trim colors should be the color of the entire robe vesture.

Bishops & Bishop-Elects

A Bishop should wear robe attire that follows the Church Calendar. This compliance assures the Bishop of wearing and giving compliance to the correct colors to be worn from Pentecost Sunday through Ascension Sunday. Since regular calendar dates are not the same each year, always check your regular calendar to identify the annual dates for church festivals. You may also inquire at a Christian Book Store.

January

- * 1st Sunday, called "Epiphany of the Lord Sunday" (Wear WHITE)
- * 2nd Sunday, called "Baptism of the Lord Sunday" (Wear WHITE)
- * 3rd& 4th Sundays of January, called Epiphany (Wear GREEN)

February

- * 1st Sunday, called 4th Sunday after Epiphany (Wear GREEN)
- * 2nd Sunday, called "Transfiguration Sunday" (Wear WHITE)

* Ash Wednesday	(Wear PURPLE)
* 2 nd Sunday until last Sunday in February	(Wear PURPLE)
March	
* 1 st Sunday through 3 rd Sunday (All Lent)	(Wear PURPLE)
* Passion or Palm Sunday	(Wear PURPLE)
* Holy Thursday	(Wear PURPLE)
* Good Friday *	(No special Color to wear)
Easter Sunday	(Wear WHITE)
April	
* All Sundays of April (Sundays after Easter)	(Wear WHITE)
May	
* 1 st Sunday, called “5 th Sunday of Easter” / 2 nd Sunday called “Ascension Sunday”	(Wear WHITE)
* 3 rd Sunday, called “Pentecost Sunday”	(Wear RED)
* 4 th Sunday, called “Trinity Sunday”	(Wear WHITE)
June	
* Each Sunday is called a Sunday after Pentecost	(Wear GREEN)
July	
* Each Sunday is called a Sunday after Pentecost	(Wear GREEN)
August	
* Each Sunday is called a Sunday after Pentecost	(Wear GREEN)
September	
* Each Sunday is called a Sunday after Pentecost	(Wear GREEN)
October	
* “World Communion” and all Sundays	(Wear GREEN)
November	
* All Saints Day	(Wear WHITE)
* 1 st Sunday through 3 rd Sunday	(Wear GREEN)
* Thanksgiving Day	(Wear GREEN)
* 4 th Sunday, “Christ the King Sunday”	(Wear WHITE)
December	
* 1 st Sunday of Advent	(Wear PURPLE or BLUE)
* 2 nd , 3 rd & 4 th Sundays of Advent	(Wear PURPLE or BLUE)
* Christmas Eve Day	(Wear WHITE)
* 1 st Sunday after Christmas	(Wear WHITE)
* Dec.31 or “Watch Night” & New Year	(Wear WHITE)

Symbols & Definitions of the Episcopal Office (The Bishop's Vestments for Investiture Celebration)

Bishop Scarf & Tippet is the symbol of the yoked one. The Presiding Bishop wears the Church Seal with the Presiding Bishop Crest affixed to it. The Tippet is the symbol of Jurisdiction. It symbolizes the Bishop's territory or Diocese. The Seal of the Bishop shall be affixed to it. The Bishop's scarf is seven (7") inches wide symbolizing perfection and the Tippet is five (5") inches representing grace.

Cassock is a close-fitting garment, reaching to the feet. It is the robe of a servant. The Bishop wears this garment because Christ instructed us in Matthew 23:11, "But he that is greatest among you shall be your servant."

Chain symbolic of endurance, which emphasizes that the bearer is not a novice. As a gift to the Christ child, it symbolized His king-ship. It should be a least 40" in length from end to end. The chain shall be made of gold representing deity and wealth. Bishops only wear the gold chain with the Pectoral Cross.

Chimere is the sleeveless outer-robe of the Bishop. It is symbolic of the Bishop's Prophetic office. In Elijah's day they called it the Prophet's Mantle.

Cincture is symbolic of the towel with which Jesus girded himself and began to wash the Disciples' feet.

Clergy Those specifically ordained for Divine Service as Deacons, Elders or Bishops. In this sense, the clergy for the Church's hierarchy. Entrance into the clerical state now takes place when a person is ordained deacon. Formerly it was at the time the person received the first tonsure. (Etym. Latin clericus; from Greek kleros, lot, portion; the clergy whose portion is the Lord.)

Clergy Wear: Modern clergy wear, as with modern vesture, has evolved over many centuries. The distinction at one time to be drawn between what was everyday outdoor wear and what was required to be worn in the performance of clergy duties has been clouded by modern conventions. The best known of the robes is a Cassock and Surplice, as readily coupled as 'collar and tie;', 'coat and trousers;', 'stockings and shoes,' and this relationship is founded upon the fact that, although the garments developed separately, historically, they have usually been worn together.

Collar: This is the symbol of the Christian ambassador that placed his life on the line for the Lord Jesus Christ. Minsters were beheaded in the pastor for their stand on Christianity. Christian Ambassadors would place a metal plate around the necks and over it with white cloth; therefore, making it difficult to behead the Christian soldier: it later became general convenient distinction between Church, Law and Academia Representatives.

***Cope:** The Cope is the second most recognized of the sacred vestments. It is lone and richly ornamental; thus it naturally calls attention to the celebrant who makes use of it. Originally, the Cope was worn over the Chasuble by clerics in procession until the procession reached the inside of the Church so that the clerics would be protected from rain and chilly weather. During the "middle Ages," the Cope developed into a liturgical garment of its own accord, being used at ceremonies other than the Mass. The large capuce or hood that covered the head until the eleventh century, fell into disuse later and soon became only ornamental.

***Crozier:** A symbol of the Shepherds staff given to Moses as he was exiled from Egypt. It is the symbol of authority and strength. David declared in the Scriptures, "thy rod and thy staff comfort me..."

***Mitre:** In England, the Mitre was not worn in the church until the Norman Conquest. It derives from the Phrygian worn by Roman freemen to cover their shaved heads and originally was a soft conical cap. It later became lower and “ears” at the side of the head resulted from the absence for stiffening to the cap. By the middle of the twelfth century, the cap was interlined and worn with the ‘ears’ or points, at front and back of the head, and the ribbons and streamers became the infulae of lappets, to be seen at the back of the modern mitre. Popes, Cardinals, and Bishops wear the liturgical headdress. It is removed when the celebrant prays. The points symbolize the cloven tongues on the heads of the disciples on the day of Pentecost and the streamers represent the everlasting living water that Christ offers to the believer.

Pectoral Cross primarily the instrument of suffering on which Christ died and redeemed the world. It is symbolic for whatever pain and endurance that a Christian undergoes. When in civic dress (clerical collar) the cross is put inside the right pocket symbolizing the closeness to the cleric’s heart.

Prelate: A dignitary having jurisdiction in external forum by right of his office. There have been prelates’ “nullius” who presided over the clergy and people of a certain territory not belonging to an established diocese. The name and rank of prelate may also be given to a clergy person as a mark of papal recognition of their service to the Church.

Rochet found in the book of Leviticus. The Rochet is a white ceremonial linen or cotton garment. It is similar to the Surplice, but with two distinct differences. The Rochet, unlike the Surplice, reaches the floor and its sleeves are made like unto a coat or a buffed bell gathered at the wrist. It is symbolic to the Priesthood. As the Priest carries the prayers of the people to God and the Prophet carries the Word of God back to the people, our Bishops stand in a two-fold office as Priest and Prophet. The Rochet is only worn by Bishops.

Ring is symbolic of Royal Son-ship. It is usually signet or jeweled. It is worn on the right hand to signify God-given authority, government, and covenant between God and his servant (the Bishop). No other ring may be worn except a wedding band. Those who wear this ring have committed themselves to Christ and the Church.

Stole: The origin of the Stole is pre-Christian but since the sixth century, it has been prescribed to be worn by all clergy. In the seventeenth century the Orarium or stole, was worn by all ministers celebrating worship services and was worn crossed over in front of the Alb secured in place by the Girdle.

The Sword the Sword symbolizes the Word of God (Ephesians 6:17). The Sword is also the symbol of fortitude. As God’s people, we are called to live in the midst of a world system opposed to the principles of the kingdom of God. Nothing less than a life of fortitude can prevail in this battle.

Zucchetto is the Bishop’s Prayer cap. It is the small round cap worn under the Beretta or Mitre.

Suggested Clergy Attire for Funerals

Local Ministers & Ministers of COGP, Inc.

- *Dark Suit*
- *White Clergy Shirt*
- *White Tab Collar*

Local Elders & Pastors and Elders of COGP, Inc.

- *Dark Suit*
- *Black Clergy Shirt*
- *White Full Collar*

Diocese Bishops of COGP, Inc.

- *Dark Suit*
- *Red-Purple Shirt*
- *Full Collar*

All other Bishops

- *Dark Suit*
- *Dark Purple Shirt*
- *Full Collar*

All Missionaries & Mothers

- *All White*
- OR*
- *Black & White Mix*

ARTICLE 20

Spiritual Awakening

We suggest that all Pastors encourage all members of their congregations to build their spiritual life from the following:

- A. That each member takes with him and in his/her possession each and every day one of God's promises, expressed or implied, to the righteous.
- B. That before each testimony or at any time one appears before the congregation, quote a promise and give the Bible location.
- C. That ministers, missionaries, Deacons, and mothers be asked to quote a promise before starting to speak.

Approved - 04/18/08

ARTICLE 21

Water Baptism

We believe that water baptism is an ordinance of the church and that it symbolizes the resurrection of Jesus Christ from the dead. We further believe that it is a public confession and sign of a true follower of Jesus Christ. We believe that water baptism should be administered in the Name of Jesus Christ for the remission of sins. Jesus said in Matthew 28:19- "*Go ye therefore and teach all nations, baptizing them in the name of the Father and of the Son and of the Holy Ghost.*" This might sound contradictory, but at this time Jesus had not ascended into heaven, therefore Jesus always gave reverence and made reference unto God as His Heavenly Father prior to His crucifixion and ascension. When Jesus instructed his disciples how to pray, he said, "*When thou pray, say Our Father.*" This phrase is indicative of God's majesty, glory, and holiness which Jesus never failed to acknowledge before His crucifixion.

After Jesus was crucified, we find not one reference where the disciples used the name of the Father, Son, and Holy Ghost. Acts 1:2 gives us to know that He directed his disciples through the Holy Ghost. The disciples used the name of the Lord Jesus. Colossians 3:17 - "*And whatsoever ye do in words or deeds do all in the name of the Lord Jesus.*" This the disciples did according to Acts 2:38, Acts 8:19, Acts 10:48, Acts 19:5, Romans 6:4, and Ephesians 1:22; 3:14,15.

Approved - 04/18/08

ARTICLE 22

The Lord's Supper

The Lord's Supper is a sacrament instituted by Jesus Christ on the night before He died that confirms the covenant made with God through the blood of Jesus Christ. It was instituted by Christ himself, who has given an example to do as he has done, which has great force and authority in it. He not only practiced and celebrated it himself, which gave a sufficient sanction to it, but he has commanded it of his apostles and disciples and all succeeding ministers and on all his followers to the end of the world. It is a fulfillment of the eternal covenant of the Passover feast which God commanded the Israelites to observe. The first communion was given to our father Abraham, by Melchizedek, the priest of the Most High God, consisting of bread and wine (Genesis 14:18). Jesus Christ, was "made an High Priest forever after the order of Melchizedek" (Hebrews 6:20). We believe that the Lord's Supper should be administered to all believers that have been baptized in the name of Jesus Christ and that are filled with the Holy Ghost with the evidence of speaking in other tongues (I Corinthians 11:23-30). Also we believe that no one should partake in this sacred ordinance unworthily. (I Corinthians 11:28-30).

Because the Lord's supper was instituted by Christ and celebrated by him, "the same night in which he was betrayed," this shows the very great love of Christ to his church and people and his affectionate concern for them. His sufferings were coming upon him and his soul was exceedingly sorrowful, even unto death - he that was to betray him was at hand. Jesus was just about to be delivered into the hands of sinful men who would put him to death. He was ready to suffer and die for his people. At that time, amidst all his sorrows and in the near approach of his most dreadful sufferings, he thought of his people and provided for them a divine taking of food, spiritual food for their entertainment to the end of the world. This is contained in the words Jesus used at the first institution of the ordinance: "Take, eat, this is my body; drink all of this, for this is my blood; do this in remembrance of me" (Matthew 26:26-27; Luke 22:19). The apostle Paul expressly declares that what he delivered concerning this ordinance, he "received from the Lord" (1 Corinthians 11:23). Thus, it is not something he invented, nor did he receive it of men, nor was taught it, but he had it by the revelation of Christ.

The bread represents the broken body of Jesus Christ, and the wine represents the blood that He shed for our redemption. We believe that water should not be served as blood, but wine only should be served. The Lord's Supper may be administered as often as one deems necessary (I Corinthians 11:25-27), in order to avoid administering the Lord's Supper as a monthly ritual or pious habit that no longer represents the death, burial, and resurrection of Jesus Christ and loses its significance as the redemption of our sins.

Note: We recognize the Lord's Supper to be the highest sacrament given to the New Testament church directly from the Lord Jesus Christ. Therefore we advise that all Pastors prepare believers for the Lord's Supper prior to the date of sacrament in the following manner; repentance, forgiveness, reconciliation, confession, consecration, fasting, and praying weeks before the actual administration of the sacrament.

All Pastors shall use non-fermented wine for Communion. (4/02) (04/05)

Approved - 04/18/08 -Updated (11/14/2016)

ARTICLE 23

Feet Washing

We believe that feet washing is a part of the Lord's Supper and should at no time be left out, except in certain circumstances, as our Lord Himself gave an example on the night of the sacrificial supper. We believe it symbolizes humility and brotherly love to each other (St. John 13:13-15). The procedure for feet washing shall be followed by each Pastor as given in St. John 13:2-5.

Jesus instituted the ordinance of feet washing as a preparation for participation in the Lord's Supper. (John 13:4, 5, 12-17), "So he [Jesus] got up from the supper table, took off his robe, wrapped a towel around his loins, poured water into a basin, and began to wash the disciples' feet and to wipe them with the towel he had around him. . . . After washing their feet, he put on his robe again and sat down and asked, 'Do you understand what I was doing? You call me "Master" and "Lord," and you do well to say it, for it is true. And since I, the Lord and Teacher, have washed your feet, you ought to wash each other's feet. I have given you an example to follow: do as I have done to you. How true it is that a servant is not greater than his master. Nor is the messenger more important than the one who sends him. You know these things—now do them! That is the path of blessing.' "

The ordinance of feet washing was designed to teach the disciples (and us) humility and to serve others. (Matthew 20:25-28, NIV). "Jesus called them [the disciples] together and said, 'You know that the rulers of the Gentiles lord it over them, and their high officials exercise authority over them. Not so with you. Instead, whoever wants to become great among you must be your servant, and whoever wants to be first must be your slave—just as the Son of Man did not come to be served, but to serve, and to give his life as a ransom for many.' "

Jesus set the example of feet washing and tells us to do likewise. Many religious leaders, ministers, and Pastors today need to be "an example of the believers" and carry out the ordinance that Jesus said we ought to do. "But be ye doers of the word, and not hearers only. . . ." "If ye know these things, happy are ye if ye do them."

Let us humble ourselves before God and our fellow man, and obey the command of our blessed Lord. "If I then, your Lord and Master, have washed your feet; ye also **ought** to wash one another's feet. For I have given you an example, that ye should do as I have done to you. Verily, verily, I say unto you, The servant is not greater than his lord; neither he that is sent greater than he that sent him. If ye know these things, happy are ye if ye do them."

Approved - 04/18/08- Updated (11/14/2016)

ARTICLE 24

Christian Education

There shall be a Christian Education Department for the training and enlightening of our children and adults for spiritual knowledge. There will be a National, State, and Local Superintendent who will hold office for a tenure of four (4) years. Under the direction of the International Director of Christian Education, the Superintendent will organize this department according to the rules and regulations of the General Assembly and shall adhere to Article 26 – Section L – 1.

The International Council and Board of Bishops recommend, advise, and urges every local church to have a Sunday school every Sunday during the whole year, if possible. It is further recommended that Sunday school be held in the forenoon, before morning worship.

Further regulations for Sunday school shall be to-wit:

- A. That every minister, Deacon, Elder, Missionary, Evangelist, teacher, Prophet, Bishop, Bishop-elect Pastor, local, diocese, and national leader be examples to the laity and take part in Sunday School and be an active worker in it.
- B. That each superintendent, also teachers, as much as possible, take training from their Pastor, diocese Bishop and international director of Christian Education.
- C. That all Pastors fully cooperate with the Sunday school superintendent in creating and promoting interest in the Sunday School Work.
- D. The job description of National Superintendent shall be:
 - 1) To organize and unify the Sunday school at a National basis, under the leadership of the director of Christian Education.
 - 2) To locate and inform the Bishops of materials that would help the local superintendents and teachers to instruct classes.
 - 3) To hold workshops during the Convocation for Sunday School Teachers.
 - 4) To administrate over Vacation Bible School during the Convocation. (The Superintendent should also teach local Sunday School Departments how to conduct VBS. (8/15/88) (04/05) (04/19/2013)

Approved - 04/18/08 - 04/19/2013 - 07/31/2019

ARTICLE 25

Youth Ministries

- There will be an auxiliary for the youth of the church, namely, Youth Ministries.
- There will be a National, Diocese, State, and Local President who will hold office during good behavior.
- The President will organize the youth department according to the rules and regulations of the General Council. (4/19/2013)
- The President shall have as many Vice Presidents as deemed necessary. (8/16/87)
- The National Youth staff may establish a National Youth Advisory Board (YAB). (4/15/93)
- State / Diocese Youth Meetings shall give recognition and acknowledgement with a love offering to the National Youth President.

Finance: 10% of the net income shall go to the National Treasury.

- 5% of the national tithe of tithe annual income will be allocated to the International Youth Ministries (11/29/2012)
- Each local Pastor and/or local youth president should encourage and promote 100% membership registering for the Youth Congress every other year.
- Youth ministries will alternate being in charge of the June Annual Convention with the Women Ministries; effective 2013. i.e. The International Women will be in charge of the planning of the Annual June Convention in 2014.
- However, the Youth ministries will hold seminars, workshops, outings, etc... during the day sessions and support jointly with the women in the evening worship.

Updated / Approved April 19, 2013 / Approved 07/31/2019

Section A – Qualifications of The Youth President, Vice-President & Coordinator

1. He or she should be faithfully working with a Pastor and have a good track record of leadership.
2. He or she should have some business background.
3. He or she should be in good standing with the local Church, spiritually and naturally.
4. He or she should be honest and of good report, recommended by his Pastor for nomination.
5. His or her age should be determined by the national council as needed.
6. He or she should be one who pays tithes. (4/12/89)
7. The office of Youth President, Youth Vice-President, Youth Coordinator and National Coordinator tenure has been established for three (3) years, with an annual evaluation by the National Youth Advisor and National Council. A maximum of a consecutive three (3) terms limit is set in order.
8. The following Accountability Statement has been established for all National officers and Council Members, effective 4-19-02:
 - a. Shall fulfill revised (4/18/02) Job descriptions as outlined in Bylaws.
 - b. Shall attend required and requested meetings faithfully; i.e. Annual April Council meeting, etc.

- c. Make annual financial assessment to National and Diocese.
 - d. A faithful supporter of the local, diocese and national.
 - e. Communicates on a regular basis with all constituents of your department pertinent information and general staff development and leadership to local, diocese and national.
 - f. Confidentiality of Council and National officers shall be adhered to at all times.
 - g. Appropriate, timely and effective response shall be given to each and every correspondence sent from National officers, National council and Diocese officers.
 - h. Other areas of accountability as deemed appropriate by council.
- (04/05)

Approved - 04/18/08

Section B – Organization Structure

- A. Youth Executive Board is comprised of the following officers:
 - 1. Youth President – Reports directly to Senior Bishop & International Council
 - 2. Youth 1st Vice President – Reports directly to the Youth President
 - 3. Youth 2nd Vice President – Reports directly to the Youth President
 - 4. Secretary
 - 5. Treasurer
 - 6. Program Coordinator
 - 7. Youth Director Public Relations & Communications
 - 8. National Sunday School Superintendent
 - 9. Southern Diocese Youth President
 - 10. Southwestern Diocese Youth President
 - 11. Midwestern Diocese Youth President
 - 12. Northeast Diocese Youth President
 - 13. Central Diocese Youth President

- B. Extended Executive Cabinet is comprised of the following:
 - 1. Youth Executive Board (12)
 - 2. Youth Advisor – advises the Youth President and other women auxiliaries as requested by the Youth President
 - 3. Past International Youth President – Provides private consultations with the current Youth President as requested by the Youth President
 - 4. Southern Diocese Youth Vice President
 - 5. Southwestern Youth Vice President
 - 6. Midwestern Youth Vice President
 - 7. Northeast Youth Vice President
 - 8. Central Youth Vice President

ARTICLE 26

Section A – The Procedure of the General Assembly, Convocation

The General Assembly shall meet once each year. The time of the meeting shall be held the last Wednesday in July through 1st Sunday in August. It shall last for a period of four days. The annual assembly shall be called "Convocation". The purpose of this meeting is to gather together the people of God, to the saving of souls, to the healing of bodies, and the ministering to the needy as God so blesses. The Convocation shall be held at the headquarters temple. (4/2002)

Section B – Programming the Convocation

Programming for the Annual Assembly, Convocation, shall be to-wit:

- A. Pastors are asked to encourage their people to stay a little longer for participation during the Convocation.
- B. Pastors should submit their contributions to the Convocation; skits, readings, solos, sermons, etc. to the National Director of Public Relations and Communication by the last day of February each year or his/her designee (8/14/80)(04-22-2011)(04-19-2013)
- C. The Senior Bishop and/ or the international executive board of the council have the option to select the International Coordinator, as he/she will serve under the auspices of the National Public Relations- Communication director or his designee. (4/15/93) (04-22-2011) (04-19-2013)
- D. All Pastors shall attend the two-day Bible Study Institute on Thursday and Friday with designated time announced. Two days of attendance at the Annual April Leadership Council may be used in lieu of Bible Study institute at the Convocation. (04-22-2011)
- E. Programs are to be compiled in one program cover, to include Women and Youth Program.
- F. It is recommended that speakers should speak on the theme as the Lord leads.
- G. The Council meeting during the Convocation will be limited to no more than two hours when no other session of the convocation is in progress. (4/02)

Section C – Public Relations Person- International Director of Public Relations & Communication

To publicize COGP, Inc. for motivating the saints everywhere to become excited about church programs and activities.

Provides direct supervision and leadership necessary to achieve the goals of our Public Relations and Communications areas and auxiliaries (i.e., Registration Committee, Control Room / PA System Technicians, Newsletter Staff, Announcers, Radio and Television Communications, World Wide Web, webcasting, streaming, billboards, fliers, posters, emails, etc.).

The Public Relations Person shall have the qualifications to-wit:

- A. An Elder in full support of the Church of God (Pentecostal) and Senior Bishop.
- B. A person having good rapport with people, possessing fair intelligence, spiritual, and willing to take some suggestions.
- C. A positive and optimistic person.

The Public Relations duties shall be:

- A. To encourage Pastors and ministers to become more Evangelistic in their ministry by exchanging visits.
- B. To maintain an open line of communication among the churches. (4/19/75)
- C. To see that all areas are operative as meeting the needs of the listeners and congregation.

- D. To check, review and approve signs / posters for public display for the general church, as well as, other auxiliaries throughout the church.
- E. To implement other phases of Public Relations and Communications as deemed necessary and feasible.

Section D – Tithe of Tithe and Finance

- 1. All subordinated churches of The Church of God Pentecostal, Incorporated shall adopt implement the tithe of tithe principles, effective August 30, 2011; the beginning of the fiscal year and every month thereafter. Approved 04/22/2011
- 2. Monthly tithe of tithe is instituted in lieu of national assessment.
- 3. 5% should be given to National Treasurer and 5% to Diocese Treasurer by the 10th of each month.
- 4. Fiscal Year for paying tithe of tithe is August 30 – July 30, annually.
- 5. The National Finance Committee will meet with the National Women Supervisor; National Youth President, National Men Department; and all national auxiliary head and their executive board to determine an annual budget at the beginning of each fiscal year.
- 6. The Senior Presiding Bishop shall be considered in all Diocese Meetings. When a state / diocese grows to maturity in size and desires separate YPCS and Sunday School Meetings, it shall be permitted. (1975)
- 7. All National Departments shall submit all treasury funds to the National Treasury. Each department's secretary/treasury shall keep accurate records of their funds for withdrawals. (8/76)
- 8. Delinquent Tithe of Tithe:
 - a. Delinquent Pastors should get a letter from Presiding Bishop or Chairman to invite them in for a personal interview to discuss their reasons. Interview will include Senior Bishop, Chairman, Secretary and their Diocese Bishop.

Section E – Official Day Offering

- 1. Should be:

Bishops	\$500.00
National Officers	\$400.00
Pastors	\$300.00
All State / Diocese Officers	\$200.00
Ordained Elders, Evangelists	\$200.00
Licensed Ministers, Missionary / Teacher	\$100.00
All other Laity	\$50.00

- 2. All annual reporting forms should be completely filled out and sent to Administrative Assistant by July 31st annually. The Administrative Assistant will send copy to Executive Secretary, Treasurer and Executive Real Estate Coordinator August 31st, annually. This report includes each church and missions within each diocese.

Updated / Approved April 19, 2013/April 19, 2024

Section F – Media Broadcasting

Media Broadcasting will convene 3-4 weeks prior to and during convocation, when possible. (4/2002)

Section G – Membership Identification Cards

Manila with logo and title maybe used for all positions. (4/02)

Section H – International Color

"Green" shall be the National Color for the Church of God Pentecostal. All members should wear it on the last Saturday night of the convocation. It may be worn in white dress, ribbon, corsage, or boutonniere form (1976). Sunday is Official Day – white and clergy attire is suggested.

Section I – Annual Council Meeting

Annual Council Meeting will be combined with Diocese meeting rotating among the diocese convocations and Synergy Summits. (July 2019) All minutes shall be tape recorded on compact CD and transcribed by the Confidential Secretary under the supervision of the Corporate Secretary or the Presiding Bishop within 60 days after the close of the meeting. (April 2007)

Section J – Minutes for the Congregation

The General Secretary shall send special minutes to each Pastor that should be shared at the discretion of the local Pastor. (7/2019)

Section K – Tax Exemption

The National Tax I.D. number is 23-7210125 and The National Tax Exemption number is 2299. The General Secretary shall make an annual report to the Internal Revenue Service of all new churches to the organization. (8/18/79)

Section L – Duties of National Officers

1. The following Accountability Statement has been established for all National officers and National Council Members, effective 4-19-02:
 - a. Shall fulfill revised (4/18/02) Job descriptions outlined in Bylaws.
 - b. Shall attend required and requested meetings faithfully; i.e. Annual April Council meeting, etc.
 - c. Make annual financial assessment to National and Diocese.
 - d. A faithful supporter of the local, diocese and national.
 - e. Communicates on a regular basis with all constituents of your department pertinent information and general staff development and leadership to local, diocese and national.
 - f. Confidentiality of Council and National officers shall be adhered to at all times.
 - g. Appropriate, timely and effective response shall be given to each and every correspondence sent from National Officers, National Council and Diocese officers.
 - h. Other areas of accountability as deemed appropriate by council.

2. The duties of the National Officers shall be to-wit:
 - a. General Chairman – Shall serve as the moderator of the General Council.
 - b. General Assistant Chairman – Shall serve in the absence of the General Chairman.
 - c. General Secretary - Shall keep records of all regular meetings of the Bishops and Overseers Council; keep a record of all finances and give a report of the same to the Bishops Council; disburse monies when authorized to do so by the Presiding Bishop and Council. Shall make sure confidential secretary transcribe all minutes within 60 days after the meetings. The International Chief staffs will assist the Executive Secretary. (04-19-2013)
 - d. General Treasurer - Shall maintain an account for the depositing of all General Church funds; maintain accurate records on all reports forwarded to him at any time; audit or provide for the auditing of all financial records of the General Church. Make quarterly reports to the General Secretary, and the Senior Bishop and copies distributed to the voting council members. Maintains an annual reporting of each local inventory, assets, registration income, co-sponsorships income, convocation income, official day offering and monthly tithe of tithe from each diocese Bishop or his designee. (04-19-2013)
 - e. Finance Committee – Only the finance committee shall receive all offerings during the annual meetings or appoint someone to receive said offerings, as approved by council or Senior Bishop (4/02). Finance Committee consists of Secretary, Treasurer, Accountant and each Diocese Financial Chairperson, as approved by the general council or Senior Bishop. (04-19-2013)
 - f. Accountant - Shall maintain financial records and make the annual reports to the Executive Board.
(Also See Article 15 - Section B). (4/91)

The qualifications for all National Officers shall be to wit: A.

- A. Member of the Church of God (Pentecostal).
- B. Member of honest report.
- C. Filled with the Holy Ghost.
- D. Full of wisdom.
- E. Appointed to their office by the General Board.

Approved - 04/18/08

ARTICLE 27

Section A – Women’s Ministries (7/2019)

A. The office of Women Missionaries

Ministry Description:

Must be full of the Holy Ghost and able to teach the Word of God both in season and out of season bearing the Fruit of the Spirit with humility. Must be subject to her own husband and follow leadership. Must understand this office is of servitude.

Duties and responsibilities

- a. Should spend a minimum of 4 hours of field work per month i.e. visiting sick and shut-in, ministering to the saints’ needs, assisting Pastor, Bishops, Elders and ministers in outreach.
- b. Should conduct at least two revivals yearly with one being at home church.
- c. Dress appropriately for all occasions
- d. Be ready to assist during deliverance services at home or away from home church.
- e. Know the By-Laws of the COGP.
- f. Should attend at least six hours of continued education per year via bible class, staff development, church ethics, bible doctrine, church law, leadership, and other courses in continued training / education.
- g. Must adhere to Accountability statement, Article 26-L of the bylaws.

Should a Missionary start a mission through her faithful service to the church by prayer or personalized evangelism and chooses to remain there and worship, she may further be given consideration by an annual appreciation if she remains faithful, loyal, and obedient to that Pastor. (4/16/81)

Missionaries of the Church of God (Pentecostal) may hold the position of National Women's Supervisor, National Women's Chairlady, National Young Women's Christian Council President, National Mother's Board President and National Women's Missionary President. Officers are same for state and local. (1975)

All Women teachers will be called Missionaries or teachers. (4/18/91)

NOTE: *National Women's Staff*

- All State and Diocese Women Supervisors are a part of the National Women’s Executive Board. (4/02)
 1. National Women Supervisor
 2. National Chairlady
 3. National Mothers’ Board President
 4. National Missionary President
 5. Young Women Christian Council President
 6. Ministers’ Wives President
 7. Deacons’ Wives President
 8. Senior Women Christian Council President
 9. Prayer Warriors’ President
 10. Coordinator
 11. Treasurer
 12. Public Relations

B. The licensing of Women Evangelist (“Missionary / Evangelist”)

See Article 10 – Section G

Section B – Goals and Purpose

The Goals of the Women's Department shall be to-wit:

1. To teach the young women and saved women, in general, how to live virtuous.
2. To emphasize soul winning and instruct all women, in the basic approaches to crusading. (1975)
3. To stimulate, motivate and provide for the spiritual, physical and emotional needs of the women.
4. To cultivate a standard of holy living within the Women of The Church of God (Pentecostal), Inc. in the areas of the home, family, church and community.
5. To train the women to work and give services as opportunities arise.
6. To aid and assist women of The Church of God (Pentecostal), Inc. for appropriate leadership positions within the General Church.
7. To promote the goals, visions and doctrine of The Church of God (Pentecostal), Inc.
8. To teach the women, in general, how to live victorious.
9. To show leadership in soul winning and to instruct all women of The Church of God (Pentecostal), Inc. the basic approaches to leading the lost to Christ. (8/93)

Section C – Women's Convention

1. The National Women's Convention shall be annually, alternating the night worships with the Youth Congress as of June 2014. (04-19-2013)
2. The Women ministries and Youth Ministries "Annual convention" will convene annually in June as of 2014 in the Midwestern Diocese. (04-19-2013)
3. During the alternating years both the Youth and Women will have joint workshops, seminars and outings at the same hotel to maximize the use of the hotel and maximize the attendance (Approved November 30, 2012).
4. The National Women's department shall have two leading positions namely National Women's Supervisor and National Chairlady. (3/24/76)
5. The National Women Ministries should have their own Secretary and Treasurer to keep accurate accounting of monies deposited in National Treasury earmarked for Women Ministries.
6. The national treasury will allocate 5% of the National tithe of tithe to the Women's account on a quarterly basis. (Approved, Nov. 30, 2012).
7. The National Women's Convention is required to submit 10% of their Annual income to the National General Treasurer. Another percentage may go into the Women's Ministry account as decided by the Women's Supervisor and her executive board. (4/02)
8. The Women's Supervisor and Chairlady should receive an official offering and / or percentage from the National Women's Convention. (4/02)
9. The National Women's Supervisor and / or chairlady should always receive a love offering when they attend an Annual Diocese / State Women's Convention or Diocese Convocation when there is a Women's day or night. (4/02)

Note: The National Women's Department has an official flower - "Orange Corsage". (3/25/76)

10. The National Reports of the National Women's Department shall be to-wit:
 - a. Each church shall report \$50.00
 - b. Each state / diocese auxiliary shall report \$5.00 (YWCC, Purity, Mothers, Missionaries, etc.)
 - c. Each state official shall report \$10.00 for Official Offering during the Women's Convention. (3/25/76)

Section D – Duties of Officers/Job Descriptions

- A. National Women's Supervisor - Work with the Diocese Bishops, Overseers, and Pastors: working with whatever plan he has or whatever stage the state has grown. (4/13/77). She shall also visit at least one church in each diocese once annually, teaching a lesson and teaching the young women what they should know pertaining to holiness and godliness.
 - Receive financial assistance from each diocese she visits.
 - Be responsible for the programming of Women's Day and Night during the Annual Convocation and the annual Women's Convention or appoint someone to take her place.
 - The office of Women's Supervisor and Chairlady tenure has been established for four (4) years, with an annual evaluation. A maximum of three (3) consecutive terms is the limit set in order. (04-19-2013)
- B. The following Accountability Statement has been established for all National officers Council Members, effective 4-19-02:
 1. Shall fulfill revised (4/18/02) Job descriptions outlined in Bylaws.
 2. Shall attend required and requested meetings faithfully; i.e. Annual April Council meeting, etc.
 3. Make annual financial assessment to National and Diocese.
 4. A faithful supporter of the local, diocese and national.
 5. Communicates, on a regular basis, with all constituents of your department pertinent information and general staff development and leadership to local, diocese and national.
 6. Confidentiality of Council and National officers shall be adhered to at all times.
 7. Appropriate, timely and effective response shall be given to each and every correspondence sent from National Officers, National Council and Diocese officers.
 8. Other areas of accountability as deemed appropriate by council.
 9. Serve as director to all State / Diocese Supervisors in accord with the State / Diocese Bishops.

National Supervisor also shall -

1. Supervise the General Women's Department under the direction of the General Council.
 2. Make certain that all departments within the Women Department are functioning and progressing at all times.
 3. Provide guidance, resources and council for all department leaders.
 4. Meet with department leaders annually.
 5. Develop the women's programs to involve all women of The Church of God (Pentecostal).
 6. Preside at all Women's staff meetings.
 7. Appoint committees when deemed necessary.
 8. Serve as the official representative of the Women's Department of The Church of God Pentecostal and meet annually with the General Council.
- C. National Women's Chairlady - She shall carry out the duties of the National Supervisor during any given time. (1975)
 - Serve as the assistant to the National Supervisor. She has four (4) year tenure.

Chairlady shall also -

1. Serve as assistant to Women's Supervisor.
2. Execute Women's Staff Meetings in the absence or upon the request of Supervisor.
3. Carry out the duties of the Supervisor as directed and requested.

D. State / Diocese Women's Supervisor - She shall supervise the general Women's Department of her state under the leadership of the Bishop or Overseer. She shall make certain that all of the departments that have been organized in her state are functioning and progressing at all times. Be subject to her Bishop, Overseer, and Pastors to organize the women's department of her state and to make certain that each department is functioning (3/24/76). Meet with all of the women in her state as often as possible. Be responsible for all reports that should be reported to the National Women's Department. Send a progress report to the National Women's Supervisor quarterly (every three months). (3/25/76)

E. State /Diocese Chairlady - She shall carry out the duties of the State Supervisor during any given time (1975). Carries out the orders of the State Supervisor as directed, assisting the supervisor. Serve only as asked in other State Meetings programmed by the Women's Department (1976). (Example: State / Diocese Young Women's Christian Council Meeting.)

F. Mother's Board President shall

1. Organize Mothers' Board
2. Meet with Mothers annually to discuss their role in the Church.
3. Coordinate the preparation of the Lord's Supper.
4. Provide leadership and coordination for prayer warriors of the church.
5. Lead Mothers in soul winning, prayer band and council for all women.
6. Teach by precepts and example set by God's word.
7. Lead Mothers to the tasks of helping those in need of assistance and guidance.
8. Be examples in all aspects of holy living.

G. Missionary President shall –

1. Coordinate and organize the Missionary Guild.
2. Hold an annual meeting with all Missionaries.
3. Involve Missionaries in Mission Work.
4. Aid Missionaries to become effective as an anointed teacher of the word.
5. Coordinate study sessions for Missionary Licensing.
6. Help Missionaries to take leadership in becoming effective soul winners.
7. Help Missionaries to develop in their ability to teach an effective lesson pertaining to Holiness and Guidelines.

H. YWCC President (Ages 18-49) shall –

1. Organize the Young Women's (married and single) of the COGP.
2. Edify the YWCC Women to dedicate their lives for giving better Christian Service
3. Lead the YWCC Women into the interest and welfare of others.
4. Provide training and council on how to become good and effective homemakers, lovers of their own husbands, prayer warriors and young women who love God.
5. Provide leadership for YWCC Women to become examples in dress, conversation, conduct and mannerism.
6. Aid YWCC Women to become involved, as a group, in team building, fellowship, discussion of Church issues and soul winners for Christ.
7. Provide guidance and leadership for YWCC Women to develop their Christian approach to situations and circumstances that may arise in life.

- I. Ministers' Wives President shall –
 - 1. Coordinate and organize effective council and resource for wives of Ministers.
 - 2. Lead discussion on how to be effective Ministers' Wives and how to handle situations that may arise in regards to the Minister's duties and responsibilities.
 - 3. Provide Ministers' Wives with resources on how to become an asset to the effectiveness of his ministry.

- J. Deacons' Wives Alliance President shall –
 - 1. Same as Ministers' Wives President but as it relates to Deacons.

- K. Senior Women Christian Council President shall –
 - 1. Same as YWCC but adapted to ages 50 and up.

- L. Prayer Warriors' President
 - 1. To promote a prayerful atmosphere in the Church with consecration.
 - 2. To train Women how to be effective prayer warriors.
 - a) Effective warring against demonic spirits based upon the Word
 - b) Effective intercessors for the needs of others.
 - 3. To teach the purpose, reality, weapons, powers and essentiality of prayer.

(8/93) **Approved - 04/18/08**

Section E – Organization Structure

- A. Women Executive Board is comprised of the following officers:
 - 1. Women Supervisor – Reports directly to Senior Bishop & International Council
 - 2. Women Chairlady – Reports directly to the Women Supervisor
 - 3. Secretary
 - 4. Treasurer
 - 5. Program Coordinator
 - 6. International Mother – Mothers' Board President
 - 7. Missionary/Teacher President
 - 8. Young Women Christian Council President
 - 9. Senior Women Christian Council President
 - 10. Deacons Wives President
 - 11. Ministers Wives President

- B. Extended Executive Cabinet is comprised of the following:
 - Women's Executive Board (12)
 - 1. Women's Advisor – advises the Women Supervisor and other women auxiliaries as requested by the Women's Supervisor
 - 2. Past International Women Supervisors- Provides private consultations with the current Women Supervisor as requested by the Women Supervisor
 - 3. International 1st Lady – Serves as a consultant to the Women Executive Board as requested by the Women's Supervisor
 - 4. International Elect Lady – Serves as a consultant to the international 1st Lady as requested by the 1st Lady
 - 5. Southern Diocese Women Supervisor

6. Southwestern Diocese Women Supervisor
7. Midwestern Diocese Women Supervisor
8. Central Diocese Women Supervisor
9. Northeastern Diocese Women Supervisor
10. Southeastern Diocese Women Supervisor

C. Mothers' Board is comprised of the following:

1. International Mother – reports directly to Women Supervisor
2. International Mother-Emeritus
3. Southern Diocese Mother
4. Southwestern Diocese Mother
5. Midwestern Diocese Mother
6. Northeastern Diocese Mother
7. Central Diocese Mother
8. Southeastern Diocese Mother

D. Missionaries Board is comprised of the following:

1. Missionary President – reports directly to the Women Supervisor
2. Southern Diocese Missionary President
3. Southwestern Diocese Missionary President
4. Midwestern Diocese Missionary President
5. Central Diocese Missionary President
6. Northeastern Diocese Missionary President
7. Southeastern Diocese Missionary President

E. Deacon Wives Support Group is comprised of the following:

1. Deacon Wives President – reports directly to the Women Supervisor
2. Southern Diocese Deacons' Wives President
3. Southwestern
4. Midwestern
5. Northeastern
6. Southeastern
7. Central

F. Ministers' Wives Support Group

1. Ministers' Wives President – reports directly to the Women Supervisor
2. Central Diocese Ministers' Wives President
3. Midwestern Diocese
4. Northeastern Diocese
5. Southern Diocese
6. Southeastern Diocese
7. Southwestern Diocese

G. YWCC (Young Women Christian Council)

1. YWCC President – reports directly to the Women Supervisor
2. Central Diocese YWCC President
3. Midwestern Diocese YWCC President
4. Northeastern Diocese YWCC President
5. Southern Diocese YWCC President
6. Southeastern Diocese YWCC President
7. Southwestern Diocese YWCC President

- H. SWCC (Senior Women Christian Council)
 1. SWCC President – reports directly to the Women Supervisor
 2. Central Diocese SWCC President
 3. Midwestern Diocese SWCC President
 4. Northeastern Diocese SWCC President
 5. Southern Diocese SWCC President
 6. Southeastern Diocese SWCC President
 7. Southwestern Diocese SWCC President

Section F – Men’s Ministries (7/2019)

A. The office of Men’s National Director

Ministry Description:

This person must be spiritually mature, teachable, trustworthy, humble to follow and able to lead. This individual must have passion, experience and competencies in working with men of all ages and spiritual maturities.

Duties and responsibilities of National Director of Men’s Ministry

- A. Teams with Diocese Bishops, Pastors, and local Men’s department leaders to ensure Men’s ministry faithfulness, fruitfulness, and fulfillment.
- B. Communicates with International Women’s Supervisor to implement strategies for total body ministry.
- C. Plans seminars during Convocation (Local and National)
- D. Provide guidance, resources, and council for department leaders
- E. Meet with Men’s Ministry Executive Board annually
- F. Appoint committees as necessary
- G. Plan and coordinate men’s conferences and service projects
- H. Serve as the official representative of the Men’s Ministry of The Church of God Pentecostal Inc. and meet annually with National Council
- I. Adhere to Article 14/Article 26-L
- J. Other areas of accountability as deemed appropriate by National Council

Note: Director of Men’s Ministry shall visit at least one church in each diocese once annually, teaching, preaching, or conducting a seminar.
- K. Receive financial assistance from each diocese he visits

The Church of God Pentecostal Inc. has established a National Men’s Ministry following the model Jesus used Matthew 4:18-19, calling the church back to men.

A ministry specifically designed for men that cross all racial, age, and socioeconomic barriers that actively pursue men in order to connect to Jesus.

NOTE: National Men’s Staff

1. Men’s Ministry Executive Board – Article 26-Section L
2. National Director – Reports directly to Senior Bishop (Quarterly Report)
3. Diocese Directors – Report to National Director (Quarterly Report)
4. Local Men Department Leaders – Report to Diocese Directors (Quarterly Report)

B. Goals and Purpose

The Men's Ministry goal is to train and equip (disciple) men to be spiritual leaders in their families, church, and communities.

The Goals of the Men's Department Shall be to-wit:

1. To assist in the growth of the male members of each local assembly
2. To develop ministry that reaches out to the unsaved, unchurched, and backslidden church.
3. To build a group of strong Christian men who know their God; Know who they are in Christ Jesus; and with the help of the Holy Spirit discover God's perfect will for their lives in every area-spirit, soul, and body – I Thessalonians 5:23 - Nothing missing, Nothing broken.
4. To direct men into the various departments of the church to help them discover, develop, and give of their talents, gifts, and abilities.
5. To provide fellowship opportunities designed for men creating an atmosphere where they can grow spiritually, emotionally, socially, and mentally.
6. To arm men with the Word of God enabling to overcome the challenges of today.
7. To bring healing, restoration, and deliverance to patterns of thinking and behavior that are destructive to personal growth.
8. To create a format where issues can be openly discussed that are pertinent to men.
9. Developing brotherhood, encouraging and being encouraged - Ephesians 4:2-3.
10. To provide effective and consistent ministry.

Section C – Duties of Directors and Local Leaders / Job Description

A. Diocese Directors and Local Leaders – Work with the National Men's Director, Diocese Bishops, Overseers and Pastors: working with the plan that has been set forth by National Director according to each state.

- Must be a church member in good standing
- Have good organizational skills
- Able to relate well with other people •
Have a passion for ministering to men
- Develop and coordinate brotherhood meetings
- To unite men in Bible study, prayer, and witnessing
- To provide a opportunities for fellowship and accountability
- Mentor and disciple men of the church to grow spiritually

B. The following Brotherhood Pledge is an accountability statement for all Directors National, Diocese, and Local Leaders.

1. I'm committed to honoring Jesus Christ through worship, prayer, and obedience to God's Word in the power of the Holy Spirit
2. I'm committed to pursuing vital relationships with other men in my local, diocese, and national body. Knowing that iron sharpens iron – Proverbs 27:17.
3. I'm committed to building strong marriage and through love and biblical values.
4. I'm committed to practicing spiritual, moral, ethical, and sexual purity.
5. I'm committed to supporting the mission of the church by honoring and praying for my Pastor and actively giving tithes, time, and resources.
6. I'm committed to follow peace with all men and to operate in the spirit of unity.
7. I'm committed to obey the great commission to win souls.

Approved 5/23/2016

ARTICLE 28

Mission Department

The goals of the Mission Department shall be to-wit:

- A. To encourage the saints to be mission-minded through tracts and tools to use in witnessing. Foreign / Home Mission department will receive 5% of the Annual income from National Assessment in lieu of separate offering.
- B. To establish a uniform or systematic method of witnessing or reaching the lost. 5% of the Annual National portion of the tithe of tithe will be allocated to Home and Foreign Missions as determined by the Council. (04-19-2013)
- C. To sponsor the launching of financial drives for mission work (1976). A local Church will be selected by the Council annually to award a minimum of \$1,000.00 to aid in their General welfare and need. Award will be presented at the International Holy Convocation in August. The criteria for making this annual award shall include but not limited to:
 1. Must be current in their tithe of tithe
 2. Must be recommended by the Diocese Bishop
 3. A written request must be submitted to Diocese Bishop by the last day in February.
 4. Diocese Bishop will submit the request to the International Secretary by March 29, to be considered at the April Council Meeting.

A "Mission Offering" maybe received during Holy Convocation. (4/02) (April '05)

Approved - 04/18/08 | 04/19/2013

ARTICLE 29

Civil Laws

The Church of God (Pentecostal), Incorporated believes and teaches that all citizens must obey the civil authorities as long as their ruling is not against our belief in Christ, the eternal power of God (Romans 13:1-15).

This includes and is not limited to the amendments to item 10 in our certificate of incorporation, regarding same sex unions or same sex marriages. (Approved February 23, 2015)

Approved - 04/18/08

Section A: Statement of Faith-General

We accept the Bible as the inspired Word of God as the ultimate authority in matters of faith, doctrine and Christian living.

Section B: Marriage

Marriages is a biblical instruction established by God as clearly described in the scriptures. This Church recognizes that marriage is the uniting of one man and one woman in covenant commitment for a lifetime. Accordingly, this Church, its Pastors, Elders, Ministers, staff and members will not participate in same sex unions or same sex marriages, nor shall its property or resources be used for such purposes.

Marriage Policy

Marriage is a union ordained by God. It was first instituted by God in the early chapters of Genesis, codified in the Levitical law, the Old Testament Prophets compared it to a relationship between God and his people, examples of it are in the historical narratives, and, the wisdom literature discusses the unique unity of this relationship. Jesus explained the original intention and core elements of marriage, and several New Testament Epistles give explicit instructions on this union. Marriage is a typology of Christ and the Church. As such, the Church views marriage as a profound spiritual institution established by God. Due to the importance of marriage in the biblical witness, this church adopts the following policy.

Clergy

1. Only duly ordained clergy shall officiate at marriage ceremonies conducted on church property.
2. Clergy employed by the church shall be subject to dismissal and/or loss of ordination for officiating a same gender marriage ceremony.

Applicants

1. Applicants wishing to have a ceremony performed by a member of the clergy employed by the church, or to use the church facilities, shall affirm their agreement with the Articles of Faith and shall conduct themselves in a manner that is consistent therewith.

Premises

1. Any marriage performed on church premises shall be officiated by a member of the clergy.
2. Clergy officiating marriage ceremonies on church premises, whether or not employed by the church, shall affirm their agreement with the Articles of Faith and shall conduct themselves in a manner that is consistent therewith.
3. The clergy assigned by the church to implement the procedures contained in this Marriage Policy may, in his or her sole discretion, decline to make church facilities available for, and/or decline to officiate at, a ceremony when, in his or her judgment, there are significant concerns that one or both of the applicants may not be qualified to enter into the sacred bond of marriage for theological, doctrinal, moral or legal reasons.

Updated 2/23/2015

ARTICLE 30

Lodges of Fraternal Orders (Secret Meetings)

The COGP, Inc. requests that members and leaders who were a part of fraternities, sororities, or lodges prior to salvation in Jesus Christ being baptized in the Holy Ghost refrain from secret meetings and should be selective in the community, educational, and social and spiritual activities to avoid offenses of the brethren.

Approved – 04/06/2018

ARTICLE 31

Special Sessions

The Chief Executive has the power to call a special meeting of the Board of Directors, Staff of Bishops or the General Council at any time he deems it necessary. In an emergency (i.e., the disablement of the Chief Executive), the special session may be called by the General Chairman of the General Assembly. (4/02)

Approved - 04/18/08

ARTICLE 32

Amendments to the Constitution

The National Council shall have the power to amend the constitution at any time that it is necessary. Amendments shall be made from minutes of regular or special sessions of the National Council.

Manual should be revised every six (6) years after 1989 if needed. (8/16/88)

Approved - 04/18/08

ARTICLE 33

Guidelines:

For Churches Desiring to come into The Church of God Pentecostal, Incorporated

The guidelines for previously organized churches desiring to come into The Church of God Pentecostal shall be to-wit:

1. Loyal and supportive.
2. Treated as others in The Church of God (Pentecostal), Incorporated.
3. Give The Church of God (Pentecostal) their credentials and ordinations.
4. Properties will be accepted; Future churches born into the Church of God (Pentecostal) shall live according to the By-Laws. (See Articles 7 & 8)
5. Brethren who are established and do not wish to deed their property into the Church of God (Pentecostal) shall be granted. Yet accumulated property thereafter shall be purchased as The Church of God (Pentecostal), Incorporated an Alabama Corporation whether loan or not. A loan shall be paid by the people in that area.
6. Resolve or reason scriptural differences.
7. The name, The Church of God Pentecostal, shall be included on all churches. These churches will make annual assessment reports to the body, participating in all functions of the body (8/79). A special Organization perpetual outreach/recruitment plan will be implemented by April 2008 to enlarge our borders and territories all over the world.

Approved - 04/18/08

ARTICLE 34

Section A – Evangelism Field Survey

Name: _____

Spouse's Name: _____

Address: _____

Telephone # () _____

Children: Yes _____ No _____

Name _____ Age _____

Name _____ Age _____

School children attend: _____

Do you attend church? [] Regular [] Seldom [] Not at all

Name of Church:

Husband: _____

Wife: _____

Children: _____

Do you believe in the plan God has for man? Yes _____ No _____

Do you have a daily family prayer? Yes _____ No _____

Do you mind if we have prayer in your home? Yes _____ No _____

Do you read your Bible? [] Regular [] Often [] Sometimes [] Not at all

Would you welcome Bible Study in your home? Yes _____ No _____

Do you attend Sunday School? Yes _____ No _____

Would you mind if your children attend our Sunday School? Yes _____ No _____

Do you want us to pick them up? Yes _____ No _____

Do you need any help to get them ready for Sunday School? Yes _____ No _____

Can they stay for the morning worship? Yes _____ No _____

Would you mind if they sing in the Children's Choir? Yes _____ No _____

Do you have children that have problems? Yes _____ No _____

Do you have marital problems? Yes _____ No _____

Would you like counseling? Yes _____ No _____

Could we be of any help to your family? Yes _____ No _____

Section B – Evangelists and Evangelism

God's method of saving men is to use saved men to save lost men. There is no higher calling, nor is there any greater commission, than that which the Lord of the harvest has given unto His followers: to go into the harvest of the Lord and preach repentance and remission of sins in His name to all nations.

Evangelism defined - Evangelism comes from the word evangel. Evangel is the message or "good news" of salvation through Christ, that atonement has been made unto God, and that sinners may be reconciled unto God, and be saved from sin. The good news is the gospel story that never grows old though over and over it is told. Evangelism has to do with the preaching or spreading of the gospel. This is the only message worth preaching.

Evangelism and Spirituality are two elements that are the forerunner of prosperity. History proves these facts to be true. Sin, idolatry and apostasy are the forerunners of poverty, sorrow, and judgment. The world has always made the best progress after a great revival.

The Power of the Gospel and the preaching of the Word of the Lord are powerful forces for good in the world. These will bring great changes, lift the standard of morals, and cause people to become good and honest citizens. When the church has made the best progress in evangelizing and experienced great revivals, then great material blessings and prosperity followed.

God calls Evangelists - The gift of an Evangelist is more than a divine enablement or implement; it includes this and the man himself. Evangelists, Pastors, and teachers are the grant of the Son of God unto the churches. "He gave gifts unto men." These gifts are men who have consecrated and yielded their lives unto the Lord, who has accepted them, called them to this ministry and in turn has given these men back unto men to rescue more men. They are a two-fold gift.

The Bible teacher has been called to teach, instruct and indoctrinate preachers, Evangelists and Pastors so they will preach sound doctrine that will lead to a right belief and right conduct. Evangelists are called to so preach as to make converts and Christians out of sinners. Then it is the Pastor's duty to feed them and give them the proper spiritual care that they will become established and grow into maturity.

Great Responsibilities and Privileges go with the call of an Evangelist. An Evangelist is a messenger to the gospel, traveling preacher and a revivalist. The privilege to evangelize or to preach the gospel is not granted unto angels, neither to kings or great men of the earth. It has been remarked that if the commission were given to the angels to evangelize this world, all heaven would be empty of angels in a few minutes, and they would be at the greatest task in which anyone could be engaged.

The Ideal Evangelist is the man who has been truly saved and then been baptized with the Holy Ghost. His calling is not his own, but the Lord of the Harvest has called him to labor in the harvest of the Lord. The

ideal Evangelist is true to his calling. His life, time and talents are not his own, they belong to God and others.

The Cause for Apostasy - Ministers and the ministry, in a large degree, are to blame for the oncoming apostasy. Apostasy sets in with the giving up of sound doctrine and a letting down of spirituality. Where there is no light, there is darkness, but where there is light, darkness cannot abide. If every minister would preach one hundred cents to a dollar, sixteen ounces to a pound, thirty-six inches to a yard, (that is, a full gospel), the doctrines of sin, repentance, salvation, judgment, heaven and hell; cease to preach a belittled gospel and crowd his sermons full of the gospel and Christ, fewer people would go to hell and more would be washed and cleansed in the blood of the Lamb and go to heaven.

Being too easily satisfied is the danger of many Evangelists. In preaching, the Evangelist cannot be satisfied unless some fruits appear in his work.

Section C – Passion and Compassion For The Lost

Every soul winner needs a passion and a compassion for the lost. Without these, the Evangelist or worker will not be moved to action by love, pity, or a concern, but will be indifferent and cold. A passion for souls and a compassion for the lost are essential. An Evangelist has passion and compassion that is not subjective but objective. To bear a burden for souls is not light or an easy matter. Although it brings sorrow and heaviness, it is a sorrow that is a pleasure, which brings great joy and blessed results.

Passion and Compassion Defined. Passion refers to Christ's sufferings, including His agony in Gethsemane and His death on the Cross. The Bible usage of the word passion means suffering. The word compassion means to have the bowels yearning and an inward affection that is an inward feeling of pity and mercy, toward the suffering. Nine times we read of Christ being moved with compassion.

From the dictionary, we learn that passion means not only suffering, but to be extremely agitated, especially with grief and sorrow.

Compassion is the feeling or emotion when a person is moved by the sufferings or distress of another and by the desire to relieve it. Compassion is passion in action. The passion or suffering and death of Christ were vicarious. His compassion moved Him to do something. We may be possessed with a passion and compassion, but our suffering cannot be vicarious.

Christ's Love For Souls. He came to seek and to save the lost. This was the great object of His earthly mission. He died to save lost men. Christ was ever on the watch for opportunities to save perishing men. He found His joy and satisfaction in saving souls. In the work of saving souls, He forgot weariness, hunger, and thirst. He rejoiced with great joy over lost souls that were found. He grieved with great grief over lost souls that refused to be saved.

The Christian must consider several things in order to be successful in soul winning. He must have a heaven-born love for souls. He must have a desire to see others saved, even as he himself desires to be saved. He must realize the infinite value of a soul. He must have a proper value of life. He must have a right estimate of the value of time. He must, to some degree, realize the price paid for the redemption of souls. He needs to be tremendously impressed with the endlessness of eternity. He needs to be possessed with a burden and a passion, which will give him no rest until he leads some to Christ.

Approved - 04/18/08

ARTICLE 35

DOCTRINE

WHAT IS THE CHURCH?

The church is the body of Christ. And by its being the body of Christ, necessarily includes all his members. *"And hath put all things under His feet, and gave him to be the head over all things to the church, which is his body, the fullness of him that filleth all in all."* Ephesians 1:22, 23

"And He is the head of the body, the church: who is things he might have pre-eminence." Colossians 1:18-19
"Who now rejoicing my sufferings for you, and fill up that which is behind of the afflictions of Christ in my flesh for his body's sakes, which is the church." Colossians 1:24

WHO IS THE FOUNDER OF THE CHURCH?

Jesus Christ.

"For this man (Christ Jesus) was counted worthy of more glory than Moses, in as much as he that builded the house hath more honor than the house. For every house is builded by some man; but he that built all things is God." Hebrews 3:3-4.

"Feed the Church of God, which hath He purchased with His own blood." Acts 20:28.

"Husbands, love your wives, even as Christ also loved the church, and gave himself for it; that He might sanctify and cleanse it by the washing of water by the Word, that he might present it to Himself a glorious church, holy and without blemish." Ephesians 5:25-27

"Upon this rock I will build my church and the gates of hell shall not prevail against it." Matthew 16:18.

WHEN WAS THE CHURCH BUILT?

The coming of the Holy Ghost was the point of time when the Church was really built, and set in order, as seen in I Corinthians 12:6, 11-13, 18, 24, 28-29.

WHO IS ITS FOUNDATION?

"Therefore thus saith the Lord God, Behold, I lay in Zion for a foundation a stone, a tried stone, a precious corner-stone, a sure foundation; he that believeth shall not make hast." Isaiah 28:16.

"For other foundations can no man lay than what is laid, which is Jesus Christ." I Corinthians 3:11

"And are built upon the foundation of the apostles and Prophets, Jesus Christ himself being the chief corner-stone; in whom all the building fitly framed together groweth unto an holy temple in the Lord." Ephesians 2:20-21

WHO IS THE HEAD OF THE CHURCH?

The head of an institution is its lawmaker. *"For the Lord is our judge, the Lord is our lawgiver, the Lord is our king; He will save us."* Isaiah 33:22. *"There is one lawgiver, who is able to save and to destroy."* James 4:12.

WHAT IS THE DOOR OF THE CHURCH?

Christ is the door of the church, and salvation the mode of induction, and His door stands open continually, and no man can shut.

"Then said Jesus unto them again, verily, verily, I say unto you, I am the door of the sheep....I am the door: by me if any man enter in, he shall be saved, and shall go in and out, and find pasture." John 10:7, 9.

"I know thy works: behold, I have set before thee an open door, and no man can shut it: thou hast little strength, and hast kept my word, and hast not denied my name." Revelation 3:8

"For through him we both have access by one spirit unto the Father." Ephesians 2:18.

WHO TAKES MEMBERSHIP INTO THE CHURCH?

The Lord adds to the invisible church and the Pastor takes in membership into the visible church. Every believer should be a member of or identified with a congregation or church.

"And they, continuing daily with one accord in the temple, and breaking bread from house to house, did eat their meat with gladness and singleness of heart. Praising God, and having favour with all the people. And the Lord added to the church daily such as should be saved." Acts 2:46-47.

"And the word of God increased; and the number of the disciples multiplied in Jerusalem greatly; and a great company of the priests were obedient to the faith." Acts 6:7

"But now hath God set the members every one of them in the body, as it hath pleased him." I Corinthians 12:18

"For by one Spirit are we all baptized into one body, whether we be Jews or Gentiles, whether we be bond or free; and have been all made to drink into one spirit." I Corinthians 12:13.

WHO ARE MEMBERS OF THE CHURCH?

1. The Invisible Church - Those who are born of the Spirit and have made a total commitment to Christ, which includes repentance, water baptism in Jesus name, and filled with the Holy Spirit.
2. The Visible Church - All baptized believers. Ephesians 3:15, 2:19; I John 5:18; I John 3:8-10.

WHO ORGANIZES THE CHURCH?

Christ organized the Church and the Holy Ghost is carrying on in the earth the organized body of Christ and its affairs.

"For to one is given by the Spirit the word of wisdom; to another the word of knowledge by the same Spirit; To another faith by the same Spirit; to another the gifts of healing by the same Spirit; to another the working of miracles; to another prophecy; to another the discerning of spirits; to another divers kinds of tongues; to another the interpretation of tongues: but all these worketh that one and the selfsame Spirit, dividing to every man severally as he will. I Corinthians 12 8-11.

"Now ye are the body of Christ, and members in particular. And God hath set some in the church, first apostles, secondarily Prophets, thirdly teachers, after that miracles, then gifts for healing, helps, governments, diversities of tongues." I Corinthians 12:27-28.

"Take heed therefore unto yourselves, and unto all the flock, over which the Holy Ghost hath made you overseers, to feed the Church of God, which He hath purchased with His own blood." Acts 20:28

II Corinthians 3:5-6; Ephesians 4:10-13; I Corinthians 12:18, 24, 25.

HOW MANY CHURCHES DOES GOD HAVE?

One.

"Other sheep (Gentiles) I have, which are not of this fold (not Jews): them also I must bring.....and there shall be one fold (church), and one shepherd." John 10:16.

"For as we have many members in one body, and all members have not the same office: so we, being many, are one body in Christ, and every one members one of another." Romans 12:4-5

"For as the body is one, and hath many members, and all the members of that one body, being many, are one body: so also Christ. For by one Spirit are we all baptized into one body, whether we be Jews or Gentiles, whether we be bond or free; and have been all made to drink into one Spirit. But now are they many members, yet but one body." I Corinthians 12:12, 13, 20. I Peter 1:18-23, Ephesians 2:14-16; 4:4-6, Colossians 3:15.

DOES THE BIBLE TEACH THE UNITY OF ALL BELIEVERS?

Yes.

"Holy father, keep through thine own name those whom thou hast given me, that they may be one, as we are. While I was with them in the world, I kept them in thy name." John 17:11-12

John 17:20-23; I Corinthians 1:10; Galatians 3:28; Philippians 1:27 and 2:2, 5; Romans 15:5; Acts 4:32

WHAT IS THE BASIS OF UNION?

Unity.

"All one in Christ Jesus." Galatians 3:28

"So we being many are one body in Christ." Romans 12:5

WHAT IS THE BOND OF UNION?

Love.

"Above all these things put charity (love) which is bond of perfectness." Colossians 3:14.

"That their hearts might be comforted, being knit together in love, and unto all riches of the full assurance of understanding, to the acknowledgement of the mystery of God, and of the Father, and of Christ." Colossians 2:2

Romans 8:35-39

WHAT EXPERIENCE PERFECTS US IN ONENESS?

Entire sanctification or perfection.

"For both he that sanctifieth and they who are sanctified are all of one: for which cause he is not ashamed to call them brethren." Hebrews 2:11

Ephesians 4:11-13; I Peter 1:18, 19.

WHAT IS A SECT?

Christ, who is the head of the church, established one church. However, leaders have established other doctrines that are contrary to the doctrine given to the church by the apostles. From such, turn away!

WHAT DOES THE BIBLE SAY ABOUT SECT?

"That there should be no schism in the body; but that the members should have the same care one for another." I Corinthians 12:25

Note: sects and schisms mean the same thing.

"Now I beseech you, brethren, mark them which cause divisions and offenses contrary to the doctrine which ye have learned; and avoid them. For they that are such serve not our Lord Jesus Christ, but their own belly; and by good works and fair speeches deceive the hearts of the simple" Romans 16:17-18

Titus 3:10-11; II Peter 2:1-3; I Corinthians 11:18, 19; I Corinthians 3:1-4; Galatians 5:20.

CAN A SAINT BE SAVED OR HAVE ETERNAL LIFE WITHOUT BEING OBEDIENT?

No.

Acts 6:7; Isaiah 1:19, 42:24; Acts 5:29; II Corinthians 2:9; Ephesians 6:5; I Samuel 15:22; Romans 6:16; Proverbs 12:28; II Corinthians 5:10; Hebrews 12:8, 13:17.

WHEN ARE YOU SAVED?

One is not saved or whole in God until he has received the baptism of the Holy Ghost. Prior to the baptism, the believer has been forgiven from sin and should be sanctified. The Holy Ghost is actually our starting point in this holy way. It means that we have **POWER** to resist the devil, **TONGUES** to build us up spiritually, and **LOVE** to share **CHRIST**. Acts 1:8, 2:38, 2:4, Luke 24:49.

WHAT IS THE FIRST STEP FOR AN INDIVIDUAL TO BE SAVED?

The individual must **HEAR** the Word of God. Hearing the Word means that the individuals are listening carefully to what is said.

He acknowledges his wrong and sees himself as a sinner...insufficient and needing the help of God. Romans 10:14.

WHY IS IT THAT SOME PEOPLE BECOME SO REBELLIOUS?

Because they have a carnal mind. Romans 6: 13-23.

WOULD A PERSON BE LOST WITHOUT WATER BAPTISM, IF THEY DON'T ACCEPT IT?

Yes, one must take on Water Baptism. Matthew 3:13-15, Mark 16:16, Acts 2:38.

St. John 3:3, 5 and I Peter 3:20. After God has sanctified you wholly and filled you with His Spirit, accept the whole truth, the believer should be baptized in Jesus Name.

WHAT CAN THE YOUNG PEOPLE DO BESIDES ATTEND THE CHURCH AND GO OUT TO DINNER?

Be ready to do every good work! *"For we ourselves also were sometimes foolish, disobedient, deceived, serving divers lusts and pleasures, living, in malice and envy, hateful, and hating one another."* Titus 3:3

Let the Will of the Lord be done in earth as it is in heaven. Matthew 6:9-13

WHAT ARE THE YOUNG PEOPLE TO SAY ABOUT PHYSICAL EDUCATION?

Without our own schools, we will comply. The Presiding Bishop will stand with any youth who do not wish to take physical education.

WHAT IS GOD'S PLAN OF SALVATION?

1. Hear the Word, the Gospel being preached. Acknowledge your wrong and your need of God. Romans 3:23; II Corinthians 7:1, 10. Admit in the light of God's Word that you are a sinner. Luke 18:13. Repent and see the awfulness of sin Acts 3:19; II Corinthians 7:1, 10.
2. Repent and be baptized in Jesus Name. I John 1:9; Romans 10:10; Acts 2:38.
3. Sanctify yourself and believe. Isaiah 55:7; Romans 10:9; I Thessalonians 5:23.
4. Receive the Holy Ghost. Acts 1:14; 2:1-4; John 14:16-17; Acts 6:3; 7:55; 9:17; 10:45; I Thessalonians 1:6; I Corinthians 6:19-20.

WHAT DOES THE SCRIPTURE SAY ABOUT RESTORATION?

I John 2:1-2; Revelation 2:5; Galatians 6:1; II Corinthians 7:10; I Peter 4:8; Ephesians 4:2; James 5:19-20; Colossians 3:12; Hebrews 6:6; 10:26.

BASIC CHURCH DOCTRINE

- Jesus is the Son of God, Matthew 17:5, Luke 1:35, John 10:36.
- Jesus became the Son of Man that He might make us the Sons of God. Hebrews 2:9-18.
- The Baptism of the Holy Ghost is confirmed by tongues, power, and love. Tongues are an evidence to them that believe, it is the initial evidence.
- Modesty is to be the spirit of all adornment whether it be man or woman. The same spirit that saves will teach you how to dress if you will listen to His voice.
- Man must be born again of the Water and Spirit or he cannot enter into the kingdom of God.
- In accordance with the scripture, Water Baptism should be administered in the name of the Lord Jesus. Acts 2:38; 10:48; 8:16-19; Act 19:5; Romans 6:4; Ephesians 1:22; Colossians 3:17; Acts 1:2.
- The Lord's Supper should be administered to all believers as a commendation of our Lord's death, burial, and resurrection. I Corinthians 11:23-30. As a symbol of humility and brotherly love, feet washing is a part of the Lord's Supper. John 13:4-5
- For Bible Education, all believers should attend Sunday School and Bible Class regularly.
- To provide time for the youth to air their understanding of God's Holy Word and learn at their level, a Young People's Christian Study should be functioning in each church. This may also be a youth hour. Doctrine and History of The Church of God Pentecostal, Inc. should be taught and understood.
- Our women may labor with us in the Gospel. They should be teachers of the word, sharing the goodness of Christ and His salvation. Our women may start missions through the leading of the Lord and the leadership of the nearest Bishop, Overseer, or Pastor.
- Believers of God are not caught up in the cares of secret orders and lodges. John 7:4; Matthew 5:34-35; James 5:12.

WHAT IS GOD'S STANDARD OF SALVATION

Holiness is the standard of God's salvation as God has said "Be ye Holy for I am Holy" Leviticus 20:7, as God has chosen us that we should be Holy and without blame before Him in love, thus admonish by the apostles that we should be perfect even as our Heavenly Father is perfect.

Ephesians 1:4, Colossians 1:22, I Peter 1:15-16, Hebrews 12:14.

WHO'S NAMES ARE BLOTTED OUT AND WHY?

Those who sin against God are to be brought before the council for judgment and, if proven guilty, they are put from among us. The time has come that judgment begins at the House of God.

I Peter 4:17; Exodus 12:33; I Corinthians 5:1-3; 5:9-11.

HOW MAY SINS BE FORGIVEN?

The only grounds upon which God will forgive sins is that the sinner repents of his sins with godly sorrow and then submit to the water baptism in the Name of Jesus for the remission of sins. He will then receive the gift of the Holy Ghost.

Acts 2:38; Psalms 51:17; Luke 24:47; Mark 16:16.

WHAT IS THE CHURCH'S POSITION ON A MARRIED SAINT DIVORCING HIS/HER MATE WHEN ADULTERY IS INVOLVED THEN MARRIES ANOTHER SAINT?

The Board stands with scripture that a saint does not have the privilege to divorce each other, regardless to the act of adultery. (I Corinthians 7:39, Matthew 19:9, I Corinthians 9:6, I Corinthians 7:8-16, Ephesians 5:21-25,28-29; 5:15.

CAN A PERSON COMMIT SIN AND REGAIN FELLOWSHIP WITH GOD WITHOUT SEEKING GOD FOR THE BAPTISM OF THE HOLY GHOST AS HE DID IN THE BEGINNING?

Yes, if a person commit a sin and repent as well as ask for forgiveness from the person with whom he committed the sin and the person receives laying on of hands by the Pastor and/or leaders or brethren (believers), that person is at that moment restored back into fellowship with God and with the Body of Christ if he repents quickly. Galatians 6:1-3.

SHOULD A PERSON WHO HAS LOST FELLOWSHIP WITH GOD CONTINUE TO HOLD "CHURCH TITLES AND POSITIONS"?

No, when a person has been restored, there should be some healing time before refilling a certain position. Hebrews 10:26.

WHAT ARE THE VIEWS OF THE CHURCH CONCERNING PREDESTINATION? AND EXPLAIN THE FOLLOWING SCRIPTURES: ROMANS 8:28-30, 9:17-24; PROVERBS 16:4

God knows everything (He's all-knowing) and whatever is going to happen, God knows about it. The saints are to live holy by faith. When God speaks of predestination, the only person that he has pre-doomed is Matthew 25:41. Judas was in the position and he chose to be the one to betray Christ and to be eternally lost.

ABORTION

The COGP do not condone abortion, voluntary and involuntary (I Timothy 2:15, Proverbs 6:16-18) for we believe that life begins at conception and to destroy life that is unborn constitutes murder for which the scripture says is sin: also, the pill or any form of contraceptive. (4/12/89)

SADOMASOCHISM

The COGP does not condone sexual perversion in any form, anal or oral sex, masturbation or sadist masochist - any form of sex that is not in the order for which God has ordained for the purpose of reproduction and expressing love to your married partner. (Ephesians 5:3-5, Romans 1:24) (4/12/89)