

1                   **INTERNATIONAL CHRISTIAN COMMUNITY CHURCHES**  
2                   **ARTICLES OF COVENANT**  
3                   **Amended 11/10/07**

6                   **ARTICLE I -- NAME**

8                   The name of this Denomination shall be INTERNATIONAL CHRISTIAN COMMUNITY  
9                   CHURCHES (hereinafter referred to, in the following Articles, as ICCC).

11                  Each affiliated local church group may use the name INTERNATIONAL CHRISTIAN  
12                  COMMUNITY CHURCH as part of its official title, but this is not mandatory. However, each  
13                  local faith community will indicate in its literature or any media information, that it is a member  
14                  congregation of INTERNATIONAL CHRISTIAN COMMUNITY CHURCHES.

17                  **ARTICLE II -- PURPOSE**

19                  Recognizing that the Jesus of the Gospels did not call the Disciples to found denominations, but  
20                  to spread the Good News of God’s realm, ICCC is founded so that local faith communities,  
21                  generally known as churches, may find ways to connect, share, support and find mutual  
22                  encouragement and comfort in sharing Christ’s Good News of God’s Realm in, and to the world.

24                  ICCC exists to help develop and sustain faith communities. It is recognized that local faith  
25                  communities often find a sense of home and purpose by combining with and connecting to like-  
26                  minded communities and individuals of faith. It is also recognized that faith communities often  
27                  seek ways of affirming and authorizing their local ministries and pastors through a  
28                  denominational process.

30                  The denominational leadership of ICCC represents the denomination, and exists to be in  
31                  covenant with and work with faith communities to offer support, direction and counsel.  
32                  Denominational leaders are called to share in mutual ministry, the Gospel of Jesus Christ. To this  
33                  end, and that the Church may find a sense of order in its collective journey, ICCC is organized  
34                  to:

- 36                  A. Empower local faith communities to journey together for the purpose of sharing in the  
37                  worship of God in the Christian tradition, and to proclaim God’s Good News in Jesus Christ  
38                  as set forth in the Holy Scriptures;
- 40                  B. Raise up new local faith communities;
- 42                  C. Instruct, minister to and encourage those who offer themselves to the teaching and theology  
43                  accepted by this body;
- 45                  D. Strengthen local faith communities by providing regular opportunities for worship,  
46                  fellowship, deliberation and sharing through the General Convocation and other conferences  
47                  and opportunities;

- 49 E. Provide learning, spiritual formation and professional development opportunities for those  
50 called to ministry;  
51
- 52 F. Provide collective and individual accountability for local faith communities as well as lay or  
53 ordained leadership, by developing, implementing and regularly reviewing procedures and  
54 processes that provide for the undertaking of ministry with integrity.  
55
- 56 G. Encourage, support and resource local faith communities in the practice of all things that are  
57 compatible with the work of being a Christian Church.  
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60 **ARTICLE III -- DOCTRINE, CENTRAL VALUES, SACRAMENTS AND RITES**

61  
62 DOCTRINE

63  
64 Christianity is the revelation of God in Jesus Christ. Jesus Christ is proclaimed as Savior by the  
65 Christian Church. ICCC is founded in the interest of offering a church home to all who confess  
66 and believe.  
67

68 Our faith is based upon the principles outlined in the Apostles and Nicene Creeds. We also  
69 recognize that the revelation of God and God’s grace continues to be on-going.  
70

71 We believe:

- 72 1. In one God, of one substance and of three persons: God our Creator and Parent; Jesus  
73 Christ, the only begotten son of God, God in flesh and human; and the Holy Spirit, God  
74 as our Sustainer.  
75
- 76 2. That the Bible is the divinely inspired Word of God, showing forth God to every person  
77 through the Law and the Prophets, and finally, completely and ultimately on earth in the  
78 being of Jesus Christ.  
79
- 80 3. That Jesus, the Christ, historically recorded as living at the beginning of this Common  
81 Era, is God incarnate, of human birth, fully God and fully human, and that by being one  
82 with God, Jesus has demonstrated once and forever that all people are likewise children  
83 of God, being spiritually made in God’s image.  
84
- 85 4. That the Holy Spirit is God and continues to make known God’s love and interest to all  
86 people. The Holy Spirit is available to and working through all who are willing to place  
87 their welfare in God’s keeping.  
88
- 89 5. Every person is justified by the grace of God through faith in Jesus Christ.  
90
- 91 6. We are saved, not only from loneliness, despair and degradation, but also into fullness of  
92 life through God’s gift of grace. This gift is not earned, but is a pure gift from a God of  
93 pure love. We further commend the community of the faithful to a life of prayer; to seek  
94 genuine forgiveness for unkind, thoughtless and unloving acts; and to a committed life of  
95 Christian service.  
96
- 97 7. The local faith community serves to bring all people to God through proclaiming the  
98 Good News of Jesus Christ. To this end, it shall arrange for regular services of worship,

99 prayer, interpretation of the Scriptures, and edification through the teaching and  
100 preaching of the Word.

101  
102 CENTRAL VALUES

103  
104 The central values on which ICCC is based are Christian teachings and include the recognition  
105 that people, rather than structure and governance, must always predominate in how the church  
106 understands itself, undertakes governance and meets ministry needs.

107  
108 ?? PROUD OF THE GOSPEL OF JESUS CHRIST: Based upon Romans 1:16, ICCC is  
109 committed to boldness in proclamation and excellence in ministry.

110 ?? PROCLAIMING TO ALL WHO WILL HEAR: Based upon Matthew 28:19-20, ICCC is  
111 passionately committed to being open to reach all people with the Good News.

112 ?? LOVE ONE ANOTHER: Based upon John 13:34-35, ICCC is committed to expressing  
113 love for one another by encouraging each individual to develop high self-esteem, being a  
114 servant to, and colleague with one another, and showing respect to each person.

115 ?? MADE IN GOD’S IMAGE: Based upon Genesis 1:27, ICCC is committed to each  
116 person's growth toward wholeness in body, mind, and spirit, and full integration of  
117 spirituality throughout all aspects of life.

118 ?? LIVING LIFE WITH INTEGRITY: Based upon 1 Corinthians 12:27, each person is  
119 called to develop a relationship with God in Jesus Christ that empowers them to be the  
120 embodiment of Jesus Christ in this world.

121 ?? A HOUSE OF PRAYER FOR ALL PEOPLE: Based upon Isaiah 56:7, ICCC  
122 ministry in every arena reflects a commitment to justice and inclusivity,  
123 nondiscrimination, and equal access by, and opportunity for all.

124 ?? PRIESTHOOD OF ALL BELIEVERS: Based upon 1 Peter 2:5-10, ICCC is committed  
125 to mutual collaboration between laity and clergy in ministry.

126 ?? GOOD STEWARDS OF GOD’S GIFTS: Based upon 1 Peter 4:10, ICCC promotes wise  
127 use of the gifts God has given to us, both in material and spiritual possession.

128  
129 SACRAMENTS

130  
131 ICCC embraces three Sacraments:

- 132  
133 1. BAPTISM by water and the Spirit, as recorded in the Scriptures, shall be a sign of the  
134 dedication of each life to God and God’s service. Through the words and acts of this  
135 sacrament, the recipient is identified as God’s own child.
- 136 2. HOLY COMMUNION is the partaking of blessed bread and fruit of the vine in accordance  
137 with the words of Jesus, our Sovereign, “This is my body...this is my blood” (Matthew  
138 26:26-28). All who believe, confess and repent and seek God’s love through Christ, after  
139 examining their consciences, may freely participate in the communal meal, signifying their  
140 desire to be received into relationship with God in Jesus Christ and to commit their lives  
141 anew to the service of God in Jesus Christ.
- 142 3. ORDINATION is the setting apart of duly qualified persons for the professional, vocational  
143 ministry of this Church. It is evidenced by the laying on of hands by authorized ordained  
144 clergy, pursuant to these Articles of Covenant.

145  
146  
147

148   RITES

149

150 The Rites of the Church as performed by its duly authorized ministers, lay or clergy, shall consist  
151 of the following:

152

153 1. The RITE OF MEMBERSHIP IN A LOCAL FAITH COMMUNITY, shall be conducted by  
154 the Clergy or Lay Pastor before a local congregation at any regular worship service. Each  
155 local faith community may determine the instruction process needed for membership.

156

157 2. The RITE OF HOLY UNION or RITE OF HOLY MATRIMONY is the spiritual joining of  
158 two persons in a manner fitting and proper by a duly authorized Clergy or Lay Pastor of the  
159 faith community. After both persons have been counseled and apprised of their  
160 responsibilities one toward the other, this rite of conferring God’s blessing may be  
161 performed.

162

163 3. The RITE OF FUNERAL OR MEMORIAL SERVICE is to be fittingly conducted by  
164 Clergy or Lay Pastor of a local church for the deceased.

165

166 4. The RITE OF LAYING ON OF HANDS or prayer for the healing of the sick in mind, body  
167 or spirit is to be conducted upon request by the ministers of the Church, at their discretion.

168

169 5. The RITE OF BLESSING may be conducted by the Clergy or Lay Pastor for persons, things  
170 and relationships, when deemed appropriate by the Pastor. This includes the dedication of a  
171 faith community building or other property to the glory of God.

172

173 6. The RITE OF INSTALLATION OF LAY AND/OR CLERGY PASTORS shall be  
174 undertaken by a local faith community to celebrate the beginning in community of a  
175 recognized ministry as Clergy or Lay Pastor. This rite shall include the public recognition of  
176 the clergy or lay pastor to be inducted in an appropriate service of worship.

177

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**ARTICLE IV -- MINISTRY**

180

181 ICCC affirms the universal priesthood of all believers (1 Peter 2:5-10). All members of the  
182 Church Universal are called by God to a personal ministry of the Gospel of Christ in the Church  
183 and in the world. All persons are deemed ministers by their active participation in sharing  
184 Christ’s Good News.

185

186 ICCC decrees that all people shall have equality of access and opportunity which is free from  
187 discrimination on grounds of gender, sexual orientation, race, age, physical challenge, health  
188 status, gender identification, nationality, or economic status.

189

190 THE PRIESTHOOD OF ALL BELIEVERS: All people are called by God to a personal ministry  
191 and authorized by Scripture to respond to the Word, serving as Christ served, to the end that the  
192 Church may be edified and the world transformed. ICCC affirms that this is the ministry of every  
193 person in this denomination. All people have the responsibility to share in ministry, especially  
194 evangelism and Christian education. However, ICCC recognizes that professional pastoral  
195 ministry is undertaken by individuals approved through the ICCC process in conjunction with  
196 denominational and local faith community leadership.

197 DEACONS: As outlined in the New Testament, the office of deacon is an historic ministry of  
198 service and aid within the local Christian Church. Within ICCC, the Diaconate is deemed to be a  
199 lay ministry and a local faith community office. Local faith communities may determine whether  
200 they wish to appoint deacons as part of their structure and ministry, and shall determine any  
201 training required for diaconal ministry and the length of service, as well as review procedures.  
202

203 DISCIPLINE: Each local faith community is encouraged to develop a set of standards for quality  
204 behavior and ministry, and procedures for discipline of local lay leaders.  
205

#### 206 MINISTRY OF THE PASTORATE: 207

208 ORDAINED CLERGY are those persons who have been called by God to vocational ministry,  
209 have successfully completed both educational and experiential training, have served an ICCC  
210 congregation as a candidate for a minimum of one year, and have met with and been approved by  
211 the Board of Ministry for ordination. Individuals in this category carry the title “Reverend” and  
212 when ordained, carry full clergy responsibilities and privileges, including the performance of  
213 legally-recognized marriages.  
214

215 COMMISSIONED PASTORS are individuals who are called by God to vocational ministry and  
216 are pursuing ordination but have not yet met all of the academic or experiential training. While  
217 completing these requirements and waiting for Board of Ministry approval for ordination, these  
218 individuals are members of a local ICCC congregation and serve that congregation as a candidate  
219 for ordination. Persons in this status may also have ICCC recognized ministries such as hospital  
220 or prison chaplaincy, etc. They may perform clergy responsibilities except performance of  
221 legally-recognized marriages.  
222

223 LAY PASTORS are individuals who are called by God to serve in a pastoral capacity, not as a  
224 vocation, but for a specific circumstance, time and place. Most often these individuals serve a  
225 congregation during a pastoral vacancy and often have been in a position of lay leadership within  
226 that church. Lay pastors will have some degree of educational and experiential training and may  
227 pursue additional training at the direction of the Board of Ministry. Lay pastors are appointed by  
228 the Governing Board in consultation with the Board of Ministry. While in this capacity, Lay  
229 Pastors are directly supervised by the ICCC Assistant Presiding Minister.  
230

231 Under some circumstances, Lay Pastors may be testing a call to vocational ministry while  
232 serving a local congregation. They may be pursuing ordination but may not have completed  
233 sufficient requirements to be credentialed. These individuals must be registered with the Board  
234 of Ministry and must demonstrate progress toward becoming commissioned pastor.  
235

236 PERSONS IN THE ABOVE CATEGORIES must receive an annual License to Practice from  
237 the Board of Ministry.  
238

239 1. RESPONSIBILITIES: In accordance with their call, Pastors shall administer the Rites and  
240 Sacraments of ICCC. They shall be teachers and preachers of the faith to the end that the  
241 world may believe and the Church might be renewed, equipped, and strengthened in its  
242 ministry.  
243

- 244 2. QUALIFICATIONS: Pastors are those persons of professed and demonstrated call to be  
245 professional Christian ministers who meet the qualifications established by the Convocation  
246 and the Board of Ministry per Appendix 1.  
247
- 248 3. CREDENTIALS: The Board of Ministry shall meet prior to every General Convocation to  
249 interview candidates recommended for the pastoral ministry, and to review the standards and  
250 requirements for Pastors of ICCC. They will make recommendations for changes to the  
251 Governing Board and the General Convocation.  
252
- 253 4. ORDINATION: Candidates who are approved for ordination may be ordained at the General  
254 Convocation, or may choose a later ordination date at a location more suited for friends and  
255 family to attend.  
256
- 257 5. DISCIPLINE: ICCC will not condone disloyalty, unbecoming conduct, or dereliction of  
258 duty. Procedures for discipline shall be developed by the Governing Board of ICCC, in  
259 consultation with local churches and with members of the Board of ministry. These  
260 procedures shall be included as an addendum to the ICCC Articles of Covenant and included  
261 in the Appendix pertaining to the Ministry of the Pastorate.  
262

## 263 **ARTICLE V -- ICCC GOVERNANCE**

### 264 GOVERNANCE

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266  
267  
268 The government of International Christian Community Churches shall be vested in the local  
269 churches through their lay delegates, lay pastors and duly qualified clergy, gathered at General  
270 Convocation. The General Convocation shall consist of one voting house. Those eligible to sit in  
271 the house shall be:

- 272 (1) One elected lay delegate for each 50 members or part thereof in a local faith community. It  
273 is the responsibility of the lay delegate(s) to represent the congregation during the General  
274 Convocation, and to be the liaison between the local congregation and the denomination.  
275 Should a lay delegate not be able to attend the General Convocation, s/he will be replaced by  
276 a duly elected alternate. Prior to the General Convocation, the denominational Clerk will  
277 verify the names of all lay delegates. The local church should notify the denominational  
278 clerk when a change in lay delegate(s) takes place.
- 279 (2) Each lay pastor and clergy person approved by the Board of Ministry to be in an active and  
280 accountable ministry; and
- 281 (3) Governing Board members who may not be included in (1) and (2) above. All delegates  
282 seated shall be members in good standing within their local churches.  
283

284 The General Convocation shall elect a Presiding Minister, Assistant Presiding Minister, Clerk  
285 and Treasurer, as well as three additional Governing Board Members. Those elected may come  
286 from the clergy or laity. Lay people elected do not have to come from among the Lay Delegates.  
287 Those elected shall be installed in their elected office at a worship service during the General  
288 Convocation.  
289

290  
291  
292

293 ADMINISTRATIVE STRUCTURE

294

295 1. GOVERNING BOARD: The Governing Board shall be that body of persons who are the  
296 elected stewards of ICCC, and are accountable to the General Convocation. The Governing  
297 Board shall meet in formal session at least twice annually, one meeting taking place before  
298 and, where needed, after a General Convocation.

299

300 2. PRESIDING MINISTER: The Presiding Minister is that person elected to have pastoral  
301 oversight among the local faith communities of ICCC. He/she shall give vision and direction  
302 to the growth, development and maturing of ICCC and its leadership at denominational and  
303 local levels, and shall represent ICCC to the wider community. The Presiding Minister shall  
304 act as Moderator at General Convocation and Governing Board business meetings.

305

306 3. ASSISTANT PRESIDING MINISTER: The Assistant Presiding Minister shall, in  
307 consultation with the Presiding Minister, work in focused areas with local churches as  
308 deemed necessary or requested by that church or the Governing Board. H/she shall have  
309 oversight of Lay pastors appointed within the denomination. H/she shall also work in other  
310 denominational areas in consultation with the Presiding Minister. The Assistant Presiding  
311 Minister shall assume the office of Presiding Minister if that office is vacated during a term,  
312 until the next General Convocation when a new Presiding Minister shall be elected.

313

314 4. CLERK: The Clerk is that person elected to keep and publish accurate records of all  
315 meetings of the Governing Board, and business deliberations of the General Convocation.  
316 The Clerk shall report to the local churches and members of the Governing Board, within 30  
317 days of any business meeting.

318

319 5. TREASURER: The Treasurer shall be that person elected to be a good steward of the  
320 finances of ICCC, to report regularly on financial matters, to give an accurate accounting of  
321 all financial transactions. The Treasurer shall, with the Governing Board, present to the  
322 General Convocation all financial reports and budgets for determination and vote by the  
323 Convocation Assembly.

324

325 6. MEMBERS-AT-LARGE: Members-at-large shall be those persons elected by the General  
326 Convocation and may be given specific tasks at the direction and request of the Governing  
327 Board or the Presiding Minister.

328

329 7. COORDINATOR REPRESENTATIVE: From the time that the denomination has four or  
330 more Coordinators for geographic areas, at the next General Convocation, the Coordinators  
331 shall elect a Representative to sit as a member of the Governing Board.

332

333 8. ELECTION: Each person elected must receive at least 50% plus one vote of the recognized  
334 quorum.

335

336 9. QUORUM: A quorum shall consist of 50% of all persons (Lay Delegates, Lay Pastors,  
337 Clergy) eligible to vote at the General Convocation or eligible to vote to elect a Coordinator  
338 Representative (reference #7 above).

339

340 10. EXECUTIVE BOARD: The Executive Board consists of the Presiding Minister, Assistant  
341 Presiding Minister, the Clerk and Treasurer. This body shall undertake the day-to-day

342 operation needed to assist ICCC and its Governing Board to administratively function  
343 effectively. Should an Executive Board vote result in a tie or deadlock, the issue shall be  
344 referred to the entire Governing Board for further action.  
345

346 11. TERMS OF OFFICE: The Presiding Minister and all other Governing Board members shall  
347 serve terms of four years, with the first terms to be staggered. Immediately following the  
348 Founding General Convocation, the Presiding Minister, Treasurer and one Member-at-  
349 Large, shall serve the full four year terms. The Assistant Presiding Minister, Clerk and other  
350 Governing Board Members shall serve an initial two year term.  
351

352 12. PUBLIC OFFICER – The Presiding Minister shall be the public officer and shall be the  
353 official spokesperson for the denomination. S/he shall represent the denomination in all  
354 public matters.  
355

## 356 **ARTICLE VI -- ICCC STRUCTURE**

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358  
359 ICCC believes in the ability of people to govern themselves and to find structures that are  
360 appropriate for ministry and governance in differing cultural and national settings.  
361

### 362 **AN INTERNATIONAL CHURCH**

363 While ICCC was founded in the United States of America, it is recognized that ICCC has the  
364 ability to bring Christ's Good News in many places globally. All churches in ICCC are  
365 considered international churches.  
366

### 367 **GEOGRAPHIC STRUCTURING**

368  
369 It is recognized that as ICCC grows there will be a need for continued development of a  
370 geographic structure that will connect churches for ministry and fellowship. For purposes of  
371 efficient and culturally sensitive management, and to empower churches to work with State,  
372 Provincial or other form of government authority, it is desirable that churches and Pastors in each  
373 country where ICCC comes into existence, develop, in consultation with the ICCC Governing  
374 Board, a structure that suits the churches in that nation. When the Governing Board recognizes a  
375 specific geographic area, a Coordinator will be elected by the member churches of that  
376 geographic area.  
377

378 Coordinators may be lay or clergy. The work of the Coordinator is to interface with the  
379 Governing Board and work with local churches and interested individuals in the development  
380 and growth of ICCC ministry in that State, Province or similar area.  
381

382 Geographic structures will be set out in an Appendix noted as Geographic Structures.  
383  
384  
385  
386  
387  
388  
389  
390

## ARTICLE VII -- THE ORDERING OF LOCAL CHURCHES

The process for applying for affiliation with ICCC is outlined in the Governing Board Policy and Procedures Manual (Policy 2.2).

### EXISTING CHURCHES

Churches which already exist as recognized local faith communities, either within another denomination or as independent churches, may apply to the Governing Board for affiliation with ICCC as a local faith community. Once approved, the local faith community immediately becomes a member church of ICCC.

### NEW FAITH COMMUNITIES

New ICCC faith communities may be planted in one of two ways:

1. An individual or group may work with the Governing Board or geographical coordinator to develop a new worshipping body which from the beginning can designate itself as a potential ICCC affiliate; or
2. A satellite work may be developed by an existing ICCC congregation that will remain under the auspices of that congregation until such time that it is ready to apply for independent affiliation.

### LOCAL FAITH COMMUNITIES

Member communities in ICCC have the right and responsibility to order themselves for good local management, working with honesty and integrity to proclaim the Gospel of Christ through their worship services and day-to-day local governance and management. Local faith communities may determine the best structure under which to operate, but must include the following:

1. Each local faith community shall elect its Pastor or Lay Pastor, including an Assistant or Associate Pastor, by a minimum of a 75% of the total votes cast. In order for an individual to be considered for a pastoral position, the individual will have official authorization from the denomination in one of the three recognized pastoral classifications. Where a church consists of less than 20 active and involved persons, this election shall take place in consultation with the Presiding Minister.
2. A local faith community may ask the Governing Board to appoint a Pastor.
3. Each local faith community shall elect an administrative body including a Treasurer, Clerk, and at least one other member. The elected Pastor is automatically a member of the administrative body.
4. Each local faith community administrative body shall enter into a Covenant of Agreement with ICCC which includes affirming the denominational Statement of Faith.
5. Each local faith community shall agree to give 10% of its general income on a monthly basis for ministry work as determined by the denomination (see Article VIII), and shall provide a monthly report, signed by the Pastor and the Treasurer, as designed by the Governing Board. When a church fails to meet one or both of these responsibilities for

441 one month, the Treasurer will notify the Presiding Minister. The Presiding Minister will  
442 contact the Pastor and/or Board members to determine what issues may have caused this  
443 situation. The Presiding Minister will notify the Governing Board concerning this matter.  
444 The faith community will be required to provide the needed monthly reports, regardless  
445 of ability to pay.

446  
447 6. Local churches shall have members, and set standards or requirements for membership.  
448 Only members may vote, serve on the local administrative body, serve as Lay Delegates,  
449 hold office as a pastor or serve as a denominational official.

450

451 DISCIPLINE OF CHURCHES

452

453 Each local faith community shall have in place a system or structure that calls leadership,  
454 whether lay or clergy, to be accountable. Such a structure, or system, shall be reviewed by the  
455 ICCC Governing Board for compliance with these Articles.

456

457 CONFLICT RESOLUTION

458

459 When there are conflicts or difficulties within a local faith community, including apparent  
460 irreconcilable differences between the Pastor and congregation, the Governing Board, through an  
461 appointed member of that Board, shall have the authority to interact with that local community.  
462 He/she shall take appropriate measures, to provide resources and support, and to attend and have  
463 voice at any meeting of the local church body or its administrative body. A local faith  
464 community must, where it has concerns over issues of conflict, consult with the Governing  
465 Board before it takes any formal action.

466 ARBITRATION

467

468 The Governing Board is required to intervene when:

469 1. Invited by the Pastor or pastoral leader; or

470

471 2. Invited following a majority vote of the local church administrative body; or

472

473 3. Invited as a result of a petition signed by a minimum of one quarter (25%) of the voting

474 members of the congregation.

475

476 Where a local church begins to become unstable (e.g., through sudden leadership changes,  
477 decrease in attendance or funding, or similar events) the GB shall have the authority to begin a  
478 process of engagement (defined in the Governing Board Policy and Procedure Manual) in order  
479 to help the local church and maintain the integrity of ICCC.

480

481 NON-RENEWAL OF PASTORAL CONTRACT, INCLUDING IRRECONCILABLE

482 DIFFERENCES

483

484 ICCC recognizes that there are times when the contractual relationship between Pastor and the  
485 congregation may no longer be a fulfilling experience for either party. In the event that the local  
486 administrative body determines that a change in pastoral leadership would best benefit the

490 congregation, a meeting must be established between the ICCC Presiding Minister, the  
491 congregation and the pastor. As a result of this consultation, the following may occur:

- 492
- 493 1. The pastor determines that it is in the best interest of all parties to resign; or
  - 494 2. The congregation may choose by a minimum of 75% majority at a duly convened  
495 congregational meeting not to renew the pastoral contract at the end of the contract  
496 period; or
  - 497 3. The congregation may choose by a minimum of 75% majority at a duly convened  
498 congregational meeting to terminate the contract earlier.

501

502 Terms of a severance contract, if any, should be determined after consultation with the ICCC  
503 Governing Board.

504

#### 505 REMOVING THE PASTOR FROM OFFICE DUE TO VIOLATIONS OF THE ICCC CODE 506 OF CONDUCT

507

508 Allegations of violation of the ICCC Code of Conduct must be taken seriously by the local  
509 church administrative board as well as at the denominational level. Local by-laws should  
510 include a process for responding to complaints that includes consultation with the ICCC  
511 Governing Board and the Board of Ministry or the Assistant Presiding Minister.

512

513 Removal of a pastor from for Code of Conduct violations may be initiated by a petition  
514 submitted to the Governing Board, signed by at least twenty-five percent (25%) of the members  
515 in good standing, or by a vote of three-fourths (3/4) of the full local administrative body. A copy  
516 of the petition shall be submitted to the ICCC Presiding Minister and Clerk within three (3) days.

517

518 RESERVATION OF POWERS: Any specific matters of congregational approval not covered  
519 herein are left to local church option.

520

### 521 **ARTICLE VIII – LOCAL FAITH COMMUNITY SERVICES**

522

523 Each local faith community must hold a service of regular worship once per week, preferably on  
524 Sundays. (It is recognized that not all local faith communities have access to locations that make  
525 this possible, but churches are encouraged to meet on Sundays if at all possible.)

526

527

528 Local faith communities shall offer the Sacrament of Holy Communion during at least one major  
529 worship service per week.

530

531 Local faith communities may set other services or meetings in order to fellowship, or meet local  
532 needs.

533

534 An offering shall be taken at the main weekly worship service for the work and ministry of the  
535 local faith community. Offerings may be taken at any other service or function.

536

### 537 **ARTICLE IX – ICCC FINANCES**

538

539

540 ICCC exists in order that the message and ministry of Jesus Christ to all people may be enacted  
541 through its local churches. Therefore, the monies received at the denominational level will be  
542 used to promote the Christian ministry. We recognize that monies within ICCC must be used in  
543 to found and grow local faith communities, resource existing communities to promote the gospel  
544 of Jesus Christ and do the work of ministry, and to support this denominational work.

545

546 Each faith community shall, on a monthly basis, send to the Treasurer of ICCC, an amount  
547 equivalent to 10% of the general income and offerings received. All other income, such as  
548 building fund monies, monies given for a specific purpose, or bequests, are exempt from  
549 assessment.

550

551 The Governing Board shall, on an annual basis, present to the General Convocation a draft  
552 budget for deliberation and adoption (as amended) by the General Convocation.