



Victory Churches of Canada

Operational Handbook



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January 2019



Victory Churches of Canada International

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A Word From the President and Founder, Dr. George Hill

Dear Victory family and friends,

This booklet is designed to help us to stay focused, be organized, and maintain a scriptural and legal correctness.

This booklet shows how the Victory organization functions from an organizational, governmental and philosophical standpoint.

The Victory Church planting movement is based on two main foundation stones:

1. Covenant relationships—not control

These relationships enable us all to have the following needs met:

- Fellowship
- Inspiration and training
- Partnership
- Accountability
- Protection from the dangers of isolation
- (Judges 18:27-28)

2. A common God-given purpose that we all agree upon

We have a clear statement of purpose for our local, national and international work that we have printed in most of our literature.

Our vision is not an exclusive vision but it is very distinctive. We have found that the Lord has placed this vision in the hearts of people all over the world. But many have never seen it work even though they knew it was possible, until they came in contact with the Victory family of Churches.

The Victory family of churches work together to cause the Victory vision to be fulfilled. We have found that united action increases our effectiveness and that no relationship will work unless there are two parties willing to put value into it.

Church membership agreements set forth the responsibilities of the local church to the Victory Churches and the Victory Churches toward the Local Church. Each church contributes 5% of their general income to national church planting and another 5% for overseas missions. This has been one the major factors in helping us to become the fastest growing church planting movement in our Nation.

We have Regional, National and International structures to facilitate the vision. Every church is an equal partner in the National Victory Movement.

The policy and procedures manual and organizational flow charts are constantly being updated to make way for growth and expansion. If something is not working we will change it. The policies and procedures are to help us to fulfill the vision not to hinder us.

We thank God for the gift of governments and the ability to be able to devise a simple uncomplicated plan that will help us to do our part in taking the wonderful message of Jesus Christ unto the ends of the earth.

Many thanks to you all for being willing to work together for an unselfish vision that is bigger than any one of us. God will not forget your labor of love.

For the furtherance of His Kingdom

Dr. George Hill

President and founder, VCI

Local, National, and International Vision of Victory

Vision springs from purpose:

Romans 8:28; Proverbs 19:21; Proverbs 20:5

1. God is a God of purpose
2. Everything in life has a purpose
3. If you don't know the purpose of something you'll abuse it

The basic purpose of our local churches is 3-fold:

1. Evangelism (Reach)

To reach every available person at every available time by every available means with the Gospel of Jesus Christ.

2. Discipleship (Teach)

To establish them in the local church, teaching and training them to become like Christ.

3. Mobilization (Mobilize)

To mobilize the army of God, to help each person to find his or her place and function in the Body of Christ.

The basic purpose of a national church planting organization is:

1. To rise up and release

5-Fold ministry giftings into Holy Spirit directed service.

2. To plant church-planting churches

That will continue to work together for the purpose of reproducing leaders and churches.

3. To give apostolic oversight and direction

To churches planted, assuring healthy growth.

The basic purpose of Victory Churches International is:

1. To plant church-planting organizations

In as many nations of the world as possible.

2. To raise up apostolic teams

With a key Apostolic leader in each nation.

3. To release developed 5-fold ministry

Giftings into Holy Spirit directed service to the nations.

4. To work together as nations united

With a common purpose to reach the world with the Gospel of Jesus

Statement of Faith

“...to set in order a declaration of those things which are most surely believed among us.”

Luke 1:1

We Believe:

1. In one true and living God, eternally existing and revealed to us as the Father, Creator of all things; the Son, Jesus Christ, God Incarnate, and the Holy Spirit.
2. In the deity of Jesus Christ, His virgin birth, death for our sins, bodily resurrection, ascension unto God, and imminent return in power and glory.
3. The Holy Scriptures are the inspired and complete revelation of God’s will concerning man’s salvation through the grace of the Lord Jesus Christ.
4. That men are saved solely through faith in God’s grace as displayed in the death and resurrection of Jesus Christ.
5. In water baptism as a public declaration that a believer has died with Christ and risen with Him to walk a life of holiness and love.
6. In the unity of all true believers as members of the universal body of Christ regardless of denominational affiliation.
7. In the celebration of the Lord’s Supper as a remembrance of Jesus.
8. In the ministry of the Holy Spirit:
 - by the inward witness of salvation to the believer.
 - by daily guidance and the growth of Christ-like character
 - by the Baptism in / with the Holy Spirit, an experience distinct from and following the new birth, initially evidenced by speaking with other tongues and (Acts 2:1-4, 10:44-46, 11:15, 19:1-6) (Acts 8:21 – “matter” can be translated, “utterance or speech”) subsequently by the manifestation of spiritual power in public testimony and service.
9. That Jesus Christ is coming again to gather all His saints unto Himself. Those who have not accepted His redemptive work on their behalf will suffer eternal separation from the Godhead and burn in the lake of fire.
10. That following His return Jesus Christ will rule and reign for one thousand years on the earth. After this there will be a new heaven and a new earth.

Ten Tenets of Victory Churches

1. God is the Author of our vision.
2. God is the source of all our needs—financial, spiritual, physical, relational, or otherwise.
3. We have a lifetime commitment to our vision.
4. We purpose to be continually renewed in our vision and our mind.
5. People are the focus of our ministry, not programs.
6. We believe every problem can be solved, so we will never quit.
7. Teamwork and agreement is the place of power.
8. We seek to lead through relationship rather than position
9. We are committed to increase, as opposed to maintenance
10. We hold the Word of God to be true and every contrary circumstance subject to change.

Constitution

The objects of the Society are:

1. To establish, maintain and conduct churches and to establish ministries to carry on the teaching of the Gospel of Jesus Christ and to advance thereby the Kingdom of God (Isaiah 58:6, 7) and according to the standards set forth by the New Testament;
2. To conduct public and private meetings of a religious and evangelistic nature according to the standards set forth by the New Testament;
3. To establish, maintain and conduct classes for religious education and to employ and pay instructors therefore;
4. To examine candidates for the ministry and license and/or ordain those who shall be approved by the Board of Directors according to the standards set forth in the New Testament;
5. To examine candidates and appoint, employ and send out and direct Christian missionaries to preach the Gospel, and to support missionary programs according to the standards set forth by the New Testament;
6. To establish other churches, Christian primary and secondary education schools, missions, Bible colleges, and Christian centres both at home and abroad, according to the standards set forth by the New Testament, and to employ and pay instructors therefore;
7. To print, publish and distribute Christian literature of every nature and kind, to establish and operate printing plants, and to utilize radio and television media and any other means of communication to accomplish the above purposes;
8. To operate as a charitable society and to receive, acquire, and hold directly, or as trustee gifts, donations, devices, and bequests of every nature and description towards the purposes of the Society, and to purchase or acquire and to own, hold in trust, use, sell, convey, mortgage, lease, borrow, or otherwise dispose of any real estate or chattels as may be deemed necessary for the furtherance of the purposes of the Society;
9. To govern itself in accordance with the standards set forth by the New Testament scriptures and to engage in any programs that will promote the spreading of the Gospel.

Dated this 28th day of August, A.D. 1989

Victory Churches of Canada International Bylaws

Revised and Amended 2014

1. Membership

Membership shall consist of the following:

- 1.1 Affiliate/Voting Members (hereinafter referred to as Affiliates or Members) - those church congregations, whether incorporated or unincorporated, who have consented to and signed the membership Agreement, and accepted and adopted the Statement of Faith of VCOCI. The senior pastor of the church shall serve as the church's authorized representative to VCOCI. Members may refer to themselves as being affiliated with VCOCI.
- 1.2 New Church plants originating from VCOCI shall be considered full Members with all the benefits and responsibilities in accordance with the Membership Affiliation Agreement of VCOCI and in accordance with VCOCI bylaws and Position Statements as outlined in the Policy & Procedure Handbook of VCOCI. Existing congregations seeking to become Members of VCOCI will be allowed a transitional process of up to 12 months at the discretion of the VCOCI Executive in order to adopt the VCOCI Local Church Constitution and Bylaws, and Position Statements as outlined in the Policy & Procedures Handbook of VCOCI and will be granted Affiliation upon the approval of their application and by commencing financial support of VCOCI in accordance with the Affiliation Agreement of VCOCI.
- 1.3 Any member wishing to withdraw from membership may do so by following the provisions for termination set forth in the Membership Affiliation Agreement of VCOCI. The Membership Affiliation Agreement and the Bylaws and Constitution of VCOCI are considered one document. In the event of withdrawal from membership an equitable separation of assets meeting to discuss the equitable separation of said assets will transpire within (14) fourteen days after VCOCI receiving an official notice of withdrawal. The meeting shall consist of the legal board of the local church and representatives of the VCOCI executive board. Any member which willingly deviates from the practices stipulated in its Membership Agreement, or radically departs from the tenets of faith held by VCOCI, shall be temporarily suspended from VCOCI pending investigation by the President and the Executive Committee. Any member so dealt with shall have the right to a prompt and full hearing before the Executive prior to any final determination of the status of membership.
- 1.4 Any member, upon a two-thirds (2/3) - majority vote of the Executive Committee, may be expelled from membership for any cause which VCOCI deems reasonable.
- 1.5 New church plants originating from VCOCI will adhere to the Constitution & Bylaws of VCOCI and in cases where local church bylaws conflict with VCOCI bylaws, then the bylaws of VCOCI will have overriding authority.
- 1.6 Membership agreement between VCOCI and autonomous local churches shall be binding upon any successors, heirs or assigns in accordance with all the Constitution & Bylaws, Policies & Procedures and Position Statements of VCOCI.
- 1.7 In the event of dissolution or winding up of a VCOCI member church, any of its remaining assets after payment of its liabilities shall be transferred to VCOCI to be used for the stated purposes of VCOCI.

2. Board of Directors

- 2.1 The Board of Directors shall consist of the President and District Overseers and Regional Coordinators who shall be nominated by the President and approved by the Affiliate Members of the respective region by a simple majority vote. The Board Members term of office shall coincide with their position as District Overseer or Regional Coordinator.
- 2.2 The Board of Directors shall, subject to the bylaws or directions given it by majority vote of the Membership at any meeting properly called and constituted, have final responsibility for the affairs of VCOCI. Meetings of the Board of Directors shall be held as often as required, but at least once annually. Meetings may be called by the Chairman at his own discretion or shall be called upon written request from two (2) or more Directors. Upon receipt of such request, a meeting shall be held within ten (10) days, with the place and time of such meeting to be agreed upon between the chairman and the requesting Directors. No error or omission of giving notice of any meeting of the Board shall invalidate such meeting or make void any proceeding taken thereat, provided a quorum has been present and all Directors ratify, approve, and confirm such proceedings taken or had thereat.
- 2.3 The Board shall be under the chairmanship of the President or an appointee of the President.
- 2.4 The President has the reserve right to veto any Resolution of the Board. A two-thirds (2/3) majority of the Board, not including the President shall be a recognized veto regarding any independent decision made by the President.
- 2.5 A simple majority of the Board of Directors shall constitute a quorum.

3. Executive Committee

- 3.1 The Executive Committee shall consist of the current District Overseers and shall not be less than five (5) and shall not exceed more than twelve (12) to serve as President, Vice-President (s), Secretary, Treasurer and Directors. Executive Committee member's term of office shall coincide with their position as District Overseer and shall be ratified annually by the Affiliate Members or their delegates.
- 3.2 The Executive shall, subject to the bylaws or directions given it by majority vote of the Board of Directors at any meeting properly called and constituted, have full control and management of the affairs of VCOCI.
- 3.3 The Executive shall be under the chairmanship of the President or an appointee of the President.
- 3.4 Meetings of the Executive shall be held as often as required and may be called by the Chairman at his own discretion or shall be called upon written request from two (2) or more Executive members.
- 3.5 The President has the reserve right to veto any resolution of the Executive. A two-thirds (2/3) majority of the Executive, not including the President, shall be a recognized veto regarding any independent decision made by the President.
- 3.6 A simple Majority of the Executive shall constitute a quorum.
- 3.7 The remuneration of all officers and employees of VCOCI shall be reviewed and approved by the Executive.

4. Officers of the Corporation

- 4.1 The President of VCOCI shall be chosen by a two-thirds (2/3) majority of the Executive Committee, and be a current member of the Executive Committee, and shall serve a term of four (4) years, which selection must be ratified by a two-thirds (2/3) majority of the Affiliate Members or their delegate at a special meeting called for this purpose and for which one (1) month notice has been given. Any President can serve consecutive or multiple terms under the guidelines of this bylaw.
- 4.2 The tenure of office of the President shall be terminated upon voluntary resignation, or upon the successful passage of a resolution at a general meeting of the Board of Directors of VCOCI by a two-thirds (2/3) majority vote. Such resolution must be submitted in writing at least thirty (30) days prior to such meeting to the Secretary of the Board of Directors, and must be endorsed by the Signatures of at least five (5%) percent of the Affiliate Membership or (10) Affiliate Members in good standing, which ever is greater.
- 4.3 The Vice-President shall, in the event of the President's resignation or untimely removal from office, assume the duties and responsibilities of the President until such time as the office of President can be duly filled. The Vice-President or his appointee shall, in the absence or disability of the President, preside at all meetings of VCOCI and perform the other duties and exercise the powers of the President.
- 4.4 The Secretary shall keep a record of the membership of VCOCI and their addresses, send all notices of various meetings as required, and maintain minutes of all meetings. The Secretary shall have charge of all correspondence of VCOCI and shall be under the direction of the President and Board of Directors.
- 4.5 The Treasurer shall be responsible for all monies paid to VCOCI and for the deposit of the same in whatever bank the Executive may order. He shall properly account for the funds of VCOCI and keep proper books of account as may be directed. He shall present a full detailed account of receipts and disbursements to the Board whenever requested and shall prepare for submission to the annual meeting a duly audited statement of the financial records of VCOCI as hereinafter set forth, and submit a copy of same to the Secretary for the records of VCOCI. The Treasurer may appoint a designated person or firm to manage his responsibilities pursuant to this section, subject to the approval of the Executive Committee.
- 4.6 The same person may fill the office of secretary and Treasurer if the Board of Directors shall so decide.
- 4.7 The offices of VCOCI shall be held for one (1) year terms and shall be ratified by the Affiliate Members or their delegate at the Annual General Meeting. Any officer can serve multiple terms at the discretion of the President. The tenure of such appointments can cease upon resolution of the Board of Directors or voluntary resignation.
- 4.8 Any vacancy occurring during the year shall be filled by appointment of the President and ratified by the Board of Directors at the next meeting.

5. Auditing

- 5.1 The books, accounts, and records of the Secretary and Treasurer shall be audited at least once each year by a duly qualified accountant or by two (2) members of VCOCI appointed by the Board of Directors for that purpose. At the annual meeting of VCOCI such auditor shall submit a complete and proper statement of the standing books for the previous year. The fiscal year of VCOCI in each year shall be from January 1st to December 31st.
- 5.2 The books and records of VCOCI may be inspected by any member of VCOCI at the annual meeting provided for herein or at any time upon giving reasonable notice and arranging a time satisfactory to the officer or officers having charge of the same. Each member of the Board shall at all times have access to such books and records.

6. Meetings

- 6.1 VCOCI shall hold an annual meeting of which due notice shall be given to all members at which meeting an annual financial report shall be submitted and the appointment of officers approved.
- 6.2 General and special meetings of VCOCI may be called at any time by the Secretary upon the instruction of the Board. Meetings shall also be called by written request on the part of not less than ten (10%) percent of the Affiliate Membership.
- 6.3 Notice of meetings shall be given to the Members by the Secretary in writing to the last officially recorded business address of the members, no less than two (2) weeks preceding the date thereof. One-third (1/3) of the Affiliate Members shall be a quorum of any meeting of VCOCI, and no business of VCOCI shall be transacted at any general meeting unless a quorum is present at the commencement of business.
- 6.4 Every representative of Affiliate Members present at a meeting shall have the right to a single vote upon any resolution placed before the meeting.
- 6.5 Manner of voting on all items of business will be at the discretion of the chairman.

7. Corporate Seal

- 7.1 The seal, an impression whereof is made on the margin hereof, shall be the seal of Victory Churches Of Canada International Association. The seal shall be kept in the custody of the President, and shall be used only upon authorization of the Executive Committee.

8. Execution of Documents

- 8.1 Contracts, documents, or any instruments in writing requiring the signature of the Corporation shall be signed by any two (2) officers thereof. The Executive shall have the power to appoint an officer or officers on behalf thereof to sign specific contracts, documents, and instruments in writing.

9. Borrowing Power

- 9.1 VCOCI shall have the right to pledge its credit or borrow money only for such purposes and upon such terms and conditions as may be approved by a majority vote of a meeting of the Board.

10. Real Property

- 10.1 All property owned by VCOCI shall be registered in its name; each and every instrument in any way effecting title to VCOCI's real property by way of transfer, mortgage, or pledge shall be executed by VCOCI under VCOCI's seal and authenticated by the signatures of the President and the Secretary of VCOCI, not withstanding the provisions of Article 8.01 and 9.01. The Corporation's seal and the said signatures shall not be affixed to any such instrument without the authority first had and obtained at a meeting of the Board of Directors duly held.

11. Amendment of By-Laws

- 11.1 The by-laws of VCOCI may be repealed, altered, or amended by special resolution enacted by an affirmative vote of at least three-quarters (3/4) of the Affiliate Members at a meeting duly called for the purpose of considering the said by-law, provided that the repeal or amendment of the by-laws shall not be embodied in the by-laws of the Corporation until registration with the Corporate Registrar.

12. Rules and Regulations

- 12.1 The Board may prescribe such rules and regulations not inconsistent with these by-laws relating to the management and operation of VCOCI as it deems expedient, provided that such rules and regulations shall have force and effect only until the next annual meeting of the Affiliate Members of the corporation when they may be accepted, rejected, or amended.

13. Position Statements

- 13.1 VCOCI may, from time to time, issue a Position Statement addressing important issues of Christian faith and practice or operational procedures. Such Statements, when duly presented to and ratified by a majority of the Affiliate Members, shall be considered of equal authority as the VCOCI Statement of Faith or the general Policies and Procedures of VCOCI and shall be adopted by all Affiliate Members.

14. Winding Up

- 14.1 In the event of dissolution or winding up of the corporation, all of its remaining assets after payment of its liabilities shall be distributed to the ownership and management of Victory Churches International.

15. Interpretation

- 15.1 In these by-laws and all other by-laws of VCOCI hereafter passed, the gender and number shall be read in context, and references to persons shall include firms and corporations. The terms "President" and "Chairman" are synonymous. The term "Corporation" shall mean the society Victory Churches Of Canada International Association. The Board of Directors or Board shall mean the Board of Directors of VCOCI. The Executive Committee or the Executive shall mean the Executive Committee of VCOCI.

16. Proxy Voting

- 16.1 The District Overseer or Regional Coordinator shall have the right to vote on any resolution of the Corporation in proxy for an Affiliate Member church within their region or district providing they have written consent from the individual church to do so. The written consent shall be renewed annually prior to the Annual General Meeting.

Local Church Bylaws

Victory Churches of Canada International

Revised and Amended 2014

1. Objectives and Purpose

- 1.1 To preach and advance the teachings of the Christian faith and the religious tenets, doctrines, observances, and culture associated with that faith;
- 1.2 To establish, maintain, and support a house of worship with services conducted in accordance with the tenets and doctrines of the Christian faith;
- 1.3 To support and maintain missions and missionaries in order to propagate the Christian faith;
- 1.4 To establish and maintain a religious school of instruction for children, youths, and adults;
- 1.5 To undertake activities ancillary and incidental to the attainment of the aforementioned purposes.
- 1.6 The organization shall be carried on without the purpose of gain for its members, and any profits or other gains to the organization shall be used in promoting its objectives.

2. Affiliation

- 2.1 This church shall be exclusively affiliated with Victory Churches of Canada International and shall at all times and in every way, conduct its affairs in accordance with the terms set forth in the VCOCI Affiliation Agreement, a duly signed copy of which is attached.

3. Membership

- 3.1 Any person may become a member by favorable vote passed by majority of the Board of Directors and shall consist of those persons who, as in John 3:3-15 have been born again, baptized in water by immersion, and have received the baptism of the Holy Spirit according to Acts 2:4, or who believe in it and adhere to the Statement of Faith of the Church, and have attended regularly the services of the Church for at least three (3) months.
- 3.2 A member may at any time resign from membership of the Church by providing the Secretary with written notice.
- 3.3 Any member who is willfully absent from regular church services for a period of three (3) consecutive months, or radically departs from the tenets of faith held by the Church shall be temporarily suspended, pending investigation by the Board. Any member so dealt with shall have the right to a prompt full hearing before the Board prior to any final determination of his membership.
- 3.4 Any member disregarding the obligations assumed by membership will be automatically suspended without having any cause or action whatsoever against the Church or any officer thereof.

4. Board of Directors (herein referred to as "Board")

- 4.1 The Board shall consist of the pastor, not less than two (2) and not more than six (6) members of the Church in good standing, which shall be nominated by the pastor and approved by secret ballot by a majority vote at the annual general meeting. Directors shall be appointed for a two-year term, renewable without limit and implemented on a staggered basis.
- 4.2 The Board shall call meetings of the Church, keep proper books of account thereof and deposit all monies of the Church received in a reputable financial institution and perform all those functions normally performed

by the Board of a Corporation. The property and business of the Church shall be managed by the Board, the remuneration of all officers, deacons, elders, pastors, agents, and employees of the church shall be set and reviewed by the Board annually.

- 4.3 The Board shall be under the chairmanship of the pastor or an appointee of the pastor. The pastor has the reserve right to veto any resolution placed before the Board and a two-thirds (2/3) majority of the Board shall have the right to veto any independent decision made by the pastor.
- 4.4 The Board of Directors shall annually appoint a Treasurer and a Secretary. The Secretary shall in the absence of the Chairman perform the duties and exercise the powers of the Chairman. It shall be the duty of the Secretary to attend all meetings of the Church and of the Board and to keep accurate minutes of the same. The Secretary shall also keep a record of all members of the church and their addresses, send all notices of various meetings as required, and shall have charge of the correspondence of the church and be under the direction of the Chairman and the Board. The Treasurer shall be responsible for the custody of the funds and securities of the Church, and shall keep full and accurate accounts for all assets, liabilities, receipts, and disbursements of the Church and shall make all deposits as the Board directs. The Treasurer shall render to the Board when required, account of transactions and a statement of the financial position of the Church.
- 4.5 Meetings of the Directors, of whom a simple majority shall constitute a quorum, may be called by the pastor or upon the written request from two (2) or more Directors. Members of the Board shall be given at least seven (7) days clear notice of any meeting. There shall be at least one (1) meeting per year of the Board. No error or omission of giving notice of any meeting shall invalidate such meeting or make void any proceedings taking thereat, provided a quorum has been present and ratifies, approves, and confirms such proceedings.

5. Pastors

- 5.1 The pastor of the Church shall be chosen by a two-thirds (2/3) majority of the Board following which the selection of the Board must be ratified by a two-thirds (2/3) majority of the general membership at a special meeting called for the purpose and for which one (1) month's notice has been given the membership.
- 5.2 The pastor's tenure may be ceased by voluntary resignations or by resolution of a two-thirds (2/3) majority of the membership, the motion therefore being endorsed with the signatures of at least five (5) members in good standing and approved by the Board at least one (1) month prior to such meeting of the membership.
- 5.3 The pastor shall, in addition to normal ministerial duties, chair the Board, be responsible for staffing, and appointment of any departmental leaders.

6. Meetings

- 6.1 Meetings of the Church shall be held as decided by the Board, and shall be called upon receipt by the Board of a special written request on the part of not less than ten (10%) percent of the membership.
- 6.2 There shall be at least one (1) annual general meeting of the Church.
- 6.3 Notice of meetings shall be given to the membership at the Church's Sunday services on two (2) Sundays immediately preceding the date of any meetings. Such notice is to be in writing and by general announcement from the pulpit in the assembly.
- 6.4 One-third (1/3) of the members of the Church being personally present shall be a quorum of any meeting of the Church and no business of the Church shall be transacted unless a quorum be present.
- 6.5 Each member of the Church present at a meeting shall have the right to a single vote, and voting may be by show of hands or secret ballot upon resolution.

- 6.6 Every resolution made shall be either accepted or rejected by majority vote, save for special resolutions which must be passed by at least three-quarter (3/4) of the votes cast.

7. Execution of Documents and Seal

- 7.1 The seal, an impression whereof is made to the margin hereof, shall be the seal of the church and shall be kept in the custody of the chairman, used only with the consent of the Board.
- 7.2 Contracts, documents or instruments in writing requiring the signature of the Church shall be signed by any two (2) officers.

8. Borrowing Power

- 8.1 The Church shall have the right to pledge its credit or borrow money only for such purposes and on such terms and conditions as may be approved by majority vote of the Board.

9. Real Property

- 9.1 All property owned by the Church shall be registered in the Church's name.

10. Audit

- 10.1 The Board shall appoint annually two (2) members of the Church who are not members of the Board to examine all books of account, vouchers, balance sheets, and other financial documents and report thereon to the members of the Church at the annual general meeting. The members, may upon resolution, appoint a chartered accountant to audit the accounts and such appointed auditor shall not be a member of the Board.

11. Financial Year

- 11.1 Unless otherwise decided by the Board, the fiscal year end of the Church shall be December 31.

12. Amendment of By-Laws

- 12.1 Amendments to these By-Laws or any subsequent by-laws must be approved in writing by the VCOCI Executive Board before being presented to the church Membership for ratification.

13. Rules and Regulations

- 13.1 The Board may prescribe such rules and regulations not inconsistent with these By-Laws, provided that such will only have force and effect until the next meeting of the members of the Corporation when they must be ratified.

14. Winding Up

- 14.1 In the event of dissolution or winding up of the Church, all of its remaining assets after payment of its liabilities shall be given to Victory Churches of Canada; or in the event VCOCI is no longer a qualified donee, to other qualified Canadian donees.

15. Interpretation

- 15.1 These By-Laws shall be read with all changes in number and gender as required by the context.

Victory Churches Of Canada Membership Agreement

Revised and Amended 2014

For the purpose of furthering the preaching of the Gospel of the Lord Jesus Christ, that souls may be saved, ministers raised up and churches planted;

Name of Church

While recognizing the right of sovereignty in the conduct of it's affairs, hereby enters into an Affiliation Agreement with

VICTORY CHURCHES OF CANADA INTERNATIONAL

And shall fully participate in both the privileges and responsibilities enjoined therein, namely;

1. That the name of the church will be subject to the approval of VCOCI and in addition may adopt the logo and trademarks of VCOCI.
2. That the church shall maintain proper legal standing and registered charitable status as required by law.
3. That the church agrees to adopt the Local Church Constitution & Bylaws and Statement Of Faith of VCOCI as well as any and all Position Statements formally issued by VCOCI from time to time when deemed necessary to clarify a doctrinal or operational position.
4. That the church agrees to submit to the governing of VCOCI as outlined in the by-laws of VCOCI and that no changes or amendments shall be made to its governing documents without consultation with and consent of VCOCI.
5. That the church agrees to seek the approval of VCOCI in appointing its senior pastor.
6. That the senior pastor or his appointee shall represent the church at the general annual meeting of VCOCI.
7. That the church agrees to contribute 5% of its gross general receipts to VCOCI on a regular and monthly basis, to be disbursed at the discretion of the Board of Directors of VCOCI. Furthermore the church agrees to support VCOCI Missions with 5% of its gross general receipts on a regular and monthly basis to be distributed at the discretion of the VCOCI Board of Directors.
8. That VCOCI agrees to provide the necessary credentials for approved ministers.
9. That VCOCI agrees to provide counsel and advice to pastors and local churches when such is actively sought.
10. That VCOCI agrees to communicate information pertaining to events and services that are of interest and benefit to all VCOCI churches.
11. That VCOCI will endeavor to provide speakers, workers, and other ministry as requested.
12. That VCOCI will endeavor to provide coordination for missions and church planting efforts of VCOCI churches.
13. That in the event that the senior pastorate is vacated leaving a church without a VCOCI approved replacement pastor in place, VCOCI shall appoint an interim leader to take the place of the senior pastor, both as president of the corporation and chairman of the board, until such time as a duly appointed pastor can be installed.
14. That this agreement, when duly signed by the proper officers of VCOCI and of this church shall constitute a Contract of Affiliation. This does not imply the creation of a partnership, joint venture, or relationship of principal and agent; but the relationship between these parties shall be that of independent contractors. Neither party shall be responsible for any legal or financial obligations or liabilities of the other party whatsoever.
15. That the termination of this contract shall occur through a vote of the church's governing body in keeping with its constitution, or by a decision of the board of directors of VCOCI. The church hereby agrees that no motion of termination shall be carried until opportunity has been provided for VCOCI or its representatives to address the governing council and the congregation of the church. Notice of such meeting must be given in writing not less than thirty (30) days in

advance. In the event that reconciliation is not possible, the church hereby agrees that any and all materials identifiable as being associated with VCOCI will be surrendered and their use discontinued and that the church shall discontinue the use of the word "Victory" in its name.

In witness thereof this _____ day of _____

Local Church

Name: _____

Position: _____

Name: _____

Position: _____

Name: _____

Position: _____

Victory Churches International

Name: _____

Position: _____

Name: _____

Position: _____

Name: _____

Position: _____

VCOCI Position Statements

Definition of marriage *Adopted June 2007*

Whereas Sec 13.1 of the VCOCI bylaws provides for the drafting of Position Statements pertaining to important matters of faith and Christian practice in order to enlarge upon and clarify our Articles of Faith;

And whereas the VCOCI Statement of Faith, Article 3 indicates that we hold that “the Holy Scriptures are the inspired and complete revelation of God’s will concerning man’s salvation through the grace of the Lord Jesus Christ” meaning that we look to the Word of God as our final authority in all matters of faith and Christian practice

And whereas the following Statement is deemed to be in conformity with the VCOCI Statement of Faith and Biblical standards as interpreted and applied by VCOCI; and has been duly drafted and approved by the VCOCI Executive and Affiliate Membership;

We assert the Word of God; the Holy Bible is true in all circumstances. According to the Word of God, marriage was instituted originally by God and not man and therefore is God’s to define. God has defined marriage in scripture as: a man shall leave his father & mother & be joined to his wife, & they shall become one flesh (Genesis 2:24; Matthew 19:5; Mark 10:6-7; 1 Corinthians 16:16; Ephesians 5:31). Based on these scriptures and others we are in agreement with the traditional definition of marriage as:

A marriage is the union of one man to one woman to the exclusion of all others.

VCOCI member churches will only consider performing marriages consistent with this traditional definition of marriage. VCOCI ministers are therefore not permitted to perform any marriage that does not conform with this definition. Neither are any Victory church facilities, whether owned or leased by the church, to be utilized in any way that does not conform to and support this definition of marriage. Other limitations for performing weddings may also be added at the discretion of the local church.

Church facility usage *Adopted June 2007*

Whereas Sec 13.1 of the VCOCI bylaws provides for the drafting of Position Statements pertaining to important matters of faith and Christian practice in order to enlarge upon and clarify our Articles of Faith;

And whereas the VCOCI Statement of Faith, Article 3 indicates that we hold that “the Holy Scriptures are the inspired and complete revelation of God’s will concerning man’s salvation through the grace of the Lord Jesus Christ” meaning that we look to the Word of God as our final authority in all matters of faith and Christian practice;

And whereas the following Statement is deemed to be in conformity with the VCOCI Statement of Faith and Biblical standards as interpreted and applied by VCOCI; and has been duly drafted and approved by the VCOCI Executive and Affiliate Membership;

We declare: The Word of God states we are to “...have no fellowship with the unfruitful works of darkness” (Ephesians 5:11). Therefore it is against our policy to allow any of our facilities to be used for activities that are deemed not to be in conformity with the Victory Churches of Canada International’s Statement of Faith and Biblical standards as interpreted and applied by VCOCI.

Grandfathering of existing membership agreements *Adopted June 2014*

Any VCOCI member prior to June 2014 will not be required to adopt the new membership affiliation agreement, amended June 2014, but can do so willingly if they so choose. It is the recommendation of VCOCI that all members adopt the 2014 agreement for the purpose of continuity. It is also the recommendation of VCOCI that any member that is going through a leadership change, (i.e. pastoral or majority of the board), should consider adopting the new membership agreement.

Ordination Policy

1. Ordination Council

- 1.1 Membership of the council shall consist of the Executive of the Board of Directors of VCOCI.

2. Ordination Qualification

- 2.1 Candidate must fulfill the qualifications as outlined in 1 Timothy 3:1-7 in terms of maturity and character.
- 2.2 Candidates must be currently functioning in a full-time salaried position in five-fold ministry as per Ephesians 4:11-16.
- 2.3 Candidate must merit the recommendation of at least two (2) ordained VCOCI ministers.
- 2.4 Candidate must successfully complete a proving period under the oversight of an ordained VCOCI pastor of either:
 - One (1) year if candidate has completed at least two (2) years of Bible College in a Victory Bible College or elsewhere; or
 - two (2) years if the candidate has received less than two (2) years of Bible school training.

3. Ordination Procedure

- 3.1 Requests for Ordination will be made in writing by the pastor who has oversight of the candidates to the Executive Chairman of VCOCI.
- 3.2 The candidate shall be interviewed in person by a panel of no less than (3) three and no more than (5) five ordained VCOCI leaders including at least one VCOCI Executive Director.
- 3.3 The ordination certificate shall be signed by the President of VCOCI.

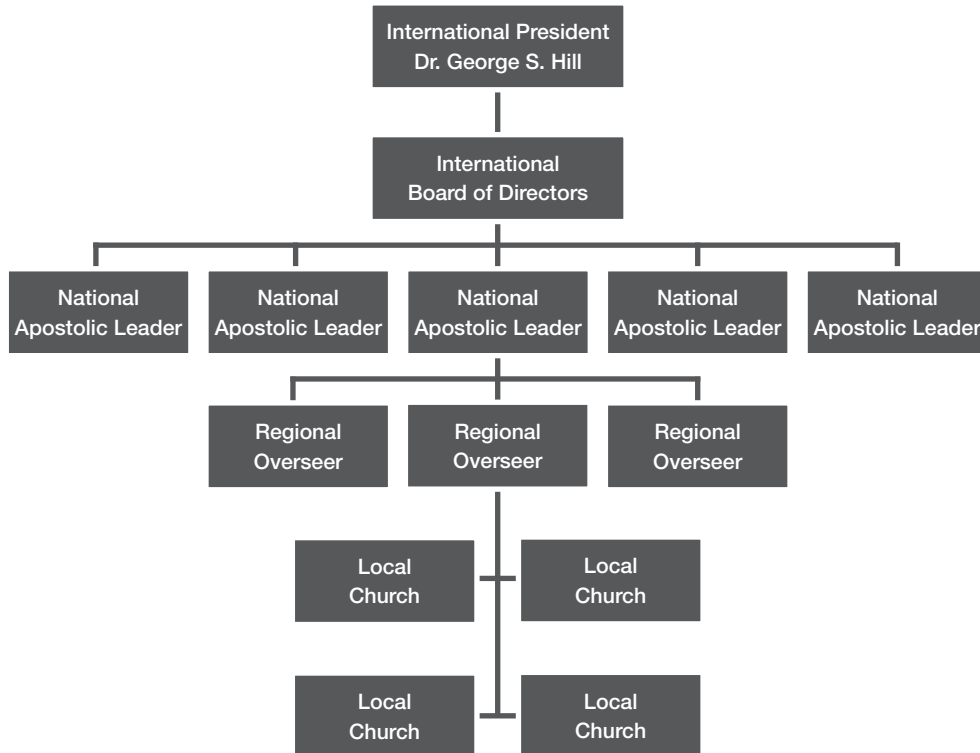
4. Transfer of Ordination

- 4.1 Candidates for ordination who hold current credentials of ordination with another evangelical church organization will be required to successfully pass one year proving period as outlined above. Ordination will follow the same procedure as outlined above.

5. Withdrawal of Ordination

- 5.1 Ordination may be withdrawn or placed under review as considered appropriate by the Executive of VCOCI if it is deemed the individual no longer meets the qualifications or requirements of ordination.
- 5.2 Individuals will be notified if their ordination is under review and given opportunity to share their thoughts with the VCOCI Executive should they choose to do so. The VCOCI Executive will render any such decisions on a case by case basis.

Organizational Chart for Victory Churches



International

Our vision is for Victory Churches to be established and working together for a common worldwide purpose in as many different nations as is possible before the return of our Lord Jesus Christ.

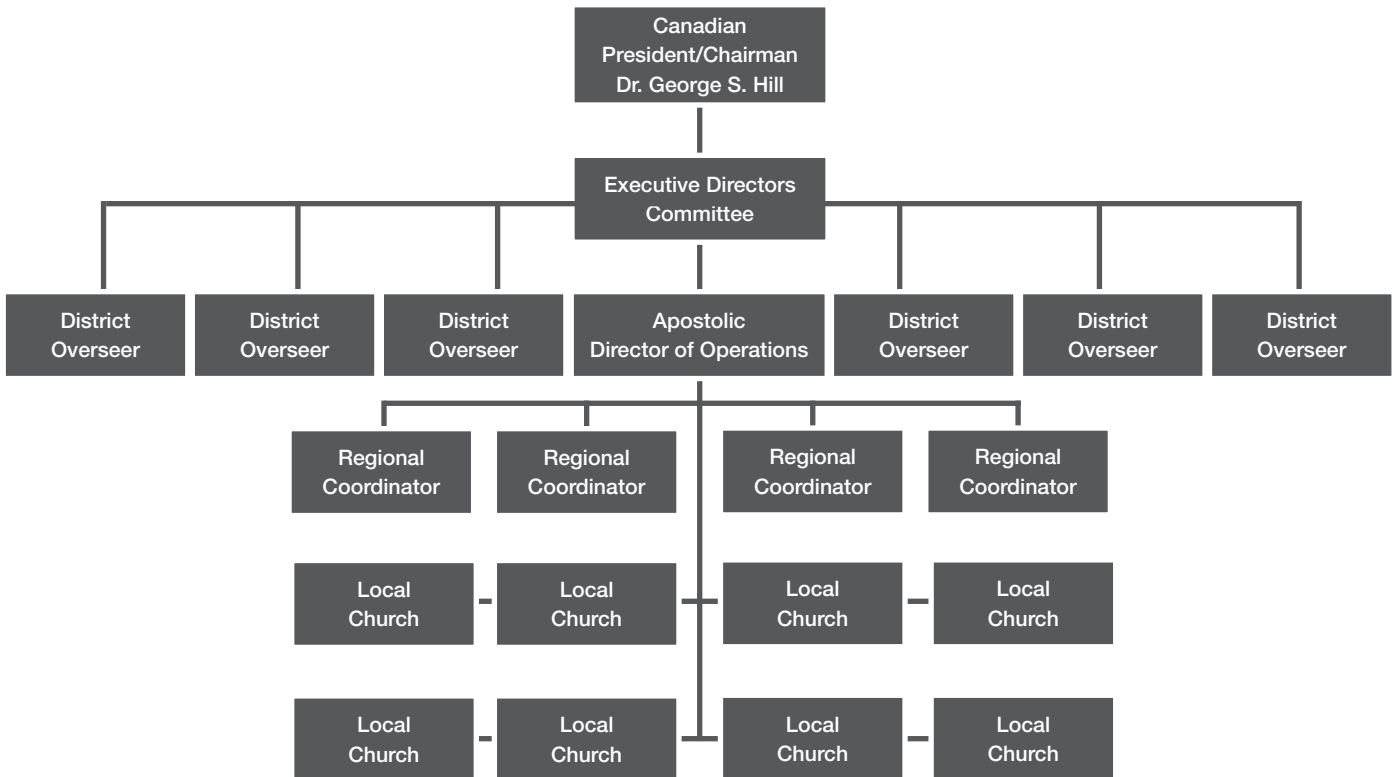
Every nation will:

1. Incorporate a national church planting and overseeing organization.
2. Have its own National Apostolic Leader and Board of Directors.
3. Establish at least one (1) Victory Bible College with approved Victory curriculum.
4. Hold an annual Victory Conference.
5. Print an annual newsletter.
6. Have an up-to-date directory of all its churches and ministries.
7. Develop a website if possible.

The benefits of working together:

1. United action increases effectiveness.
2. Promotes fellowship and identification on a local, national, and international level.
3. Encourages visionary leadership and ever expanding vision at every level.
4. Gives access to a greater variety of resources and personnel.
5. Provides a frame work of accountability for everyone involved.
6. Affords security and protection from the dangers of isolation.
7. Puts the council of more experienced leaders at the disposal of those who need it.
8. Creates more opportunities for the release of upcoming ministers.

Organizational Chart for Victory Churches of Canada



- The Senior Pastors from each church represents the membership. Each church gives 10% of their gross income for National Church Planting and Oversight and World Missions.
- Churches are organized into regions under a Regional Coordinator and districts under a District Overseer for fellowship, mutual support, and cooperation in fulfilling our vision
- The national Board of Directors is made up of all District Overseers and Regional Coordinators. They meet annually to provide overall direction and vision for the nation.
- The Executive manages the day to day affairs of the organization as authorized by the Board of Directors.

Solving problems through regional and district oversight

1. If a problem occurs in a local church and outside help is required, the Regional Coordinator should be the first one contacted.
2. If further help is required, the Regional Coordinator should then contact his/her District Overseer.
3. The local Pastor should keep in good contact with his/her direct overseer at all times.
4. The District Overseer and Regional Coordinator should seek ways to maintain good contact and communication with the local pastors under his/her care.
5. The District Overseer must make him/her self available for help and support in times of trouble.

District Overseers' and Regional Coordinators' responsibility

1. To keep good communication with each pastor in his region by contacting each pastor at least twice a month. This could be through a personal visit, a newsletter, a phone call, email, Skype or another form of visual media.
2. Organize a meeting at least once every three months where the pastors can get together for fellowship, prayer, training, encouragement and vision casting.
3. Cast vision within the regions or districts for the raising up of new leaders, the planting of new churches and the continued healthy growth of our existing churches.
4. Inform the pastors as to what is happening regionally, nationally and internationally and how they can be involved.
5. Be a promoter and supporter of the Victory Bible College so that we can train our people to fulfill key positions within the Victory movement.
6. Be in contact with the head office on a monthly basis both to receive information and input, and to share any needs, concerns or developments within the region.
7. Work together with other District Overseers, Regional Coordinators, and the president of VCOCI to facilitate annual regional mens', ladies', and leadership conferences.
8. An ideal size for a region of churches is from between five to seven churches. If a region has more than seven churches it should look towards dividing into two regions. If it has less than five it should seek to grow to five churches in the shortest possible time. This will help us to maintain close ties, have good fellowship and develop good regional initiatives.
9. More than one region can be formed into a district with a District Overseer and multiple Regional Coordinators.
10. An apostolic district can be formed when an apostolic leader begins establishing and developing territory.
11. The District Overseer is responsible for the management of the District Return Payment Program in accordance with the guidelines of it.
12. The District Overseer should form a committee of Regional Coordinators and pastors to determine the most functional and fruitful use of the return payment.

District Return Payment Policy

What is the Return Payment Program?

- It is a redistribution program of VCOCI funds back to the Districts, Regions and Local churches to be managed by the pastors in each district under the direction of the District Overseer

How is it determined?

- The return payment to the district is calculated as 10% of the tithe which is received from the churches in each district from the previous year
- Each January the funds will be released to the District Overseer by VCOCI based on the previous year's tithe

For example:

- If the accumulative tithe from any given district was \$100,000.00, then the return payment to that district would be \$10,000.00

This in effect puts resources into the hands of the pastors in that district in order to supplement district initiatives. These initiatives are at the discretion of the pastors in that district under the supervision of the District Overseer. VCOCI has provided an overview of the intended purposes for these return payments.

Purpose:

There is a four-fold purpose for the District Return Payment program. We believe that the purpose of this program will help the district churches to fulfill their apostolic purpose within the VCOCI movement.

1. Church Planting

- Church planting is a primary purpose for the return payment and is intended to promote church planting activity in the various districts
- In the event of a church planting initiative, the district can still apply to VCOCI for church planting funds in order to supplement above what the district can provide

2. Advertising

- Common branding of the churches in a region will help them to be identified as stable, connected and correlated groups
- By promoting a region or district of churches connected to a national identity, it is possible to convey a message of strength
- Although each of the churches may have its own unique style, the district can still be identified by common branding and initiatives

3. Growth and development of districts and regions

- This is done through the coaching and professional development of the local pastors in order to grow their churches by growing themselves
- This can be done through common events that reach out into the community by providing a message of hope
- If a district identifies a specific need it can then address that need with a professional if it deems necessary

4. Regional Coordinator and District Overseer supplement

- The District Overseer will incur certain expenses with travel and accommodation which can be drawn from the funds
- The Regional Coordinator supplement is included in the return payment and is to be distributed on a regional level by the District Overseer

Recommendations:

- VCOCI recommends that a sub-committee of either all or some of the district pastors work together in the planning and distribution of these funds
- VCOCI recommends that an annual accounting of how funds were distributed be provided to the VCOCI Executive

VCOCI Budgeting Outline

Every Affiliate Member of Victory Churches of Canada International Association agrees to give ten percent (10%) of its general tithes and offerings into the general fund for the operation of VCOCI in all of its divisions. This ten percent (10%) is then broken down as follows and does not include designated offerings made to various projects or missions.

10% Tithe to VCI

- This 10% is for the operation of Victory Churches International and is combined with the tithes of other contributing nations.
- These funds are overseen by the VCI board of directors and are allocated in accordance with the purposes of VCI.

10% Into savings

- This 10% is split equally between Church Planting and Missions and goes into savings for future capital investments such as land, buildings or other large development projects.
- The savings is kept in higher interest accounts that can be accessed within reasonable timeframes and is under the direction of the VCOCI Treasurer.

10% Toward the District Return Payment Program

- 10% of the entire budget of VCOCI is returned to the districts to be used at their discretion in accordance with the policy outline.
- Each District Overseer is responsible to establish an oversight committee of local church pastors for the management of these funds.

20% Toward church planting

- This 20% is used to plant churches within Canada and to fund initiatives designed to promote church planting, church growth and leadership development across the nation. (ie. matching grants for Finishing Edge grads etc.)

20% Toward Missions

- These funds are used by the Mission Team to fund international mission initiatives and to support existing works with project needs.
- None of this 20% goes toward administration costs or major capital projects.

30% Into administration costs

- All the costs associated with staff salaries, office costs, necessary supplies, technical services and professional fees are drawn from this allotment.

This is a budgetary breakdown for the operation of VCOCI and represents 100% of the income of the association aside from designated funds and is under the direction of the VCOCI Executive Committee.

VCI Missions

VCI Missions statement

- To plant church planting organizations in as many nations in the world as possible.
- To raise up apostolic teams with a key apostolic leader in each nation
- To release developed 5-fold ministry giftings into Holy Spirit directed service to the nations.
- To work together as united nations with a common purpose to reach the world with the Gospel of Jesus Christ

VCI Missions budget

Our budget is met by the faithful contributions from each Victory Church on a monthly pledge basis. This is arrived at by calculating approximately 5% of the general offering.

VCI Missions communication and promotion

It is our goal to have effective communication between VCI national leaders, pastors and leaders of local churches, congregation members and the local church and regional Missions representative.

1. Missions updates and newsletters

The Missions Update will be e-mailed on or before the 15th of the month to the senior pastor and the Missions representative of each church who have access to email. The Update will include a report from one of the Victory nations and information regarding upcoming Missions trips and conferences. The Missions Newsletter is printed in colour and mailed to each church 4 times per year. The newsletter contains updates from several Victory nations.

We suggest that:

- Each church has an individual or couple designated as the Missions Representative(s).
- Missions representatives who do not have access to email should pick up a copy of the Newsletter and Update from their local church office.
- The Missions Update and Newsletter be made into a bulletin insert and distributed to the congregation on Missions Sunday.
- The Missions representative be allowed to read highlights from this report to the congregation.
- That the Missions offering be taken at the same time to help meet the VCI local church monthly Missions pledge.

These missions updates/newsletter will facilitate:

- Accountability for monies raised on behalf of both VCI and the local church for missions.
- Impartation of a World Vision Awareness which prevents short sightedness on behalf of both VCI and local churches.
- Unite the Victory Churches with a common vision and purpose for world Missions
- Outline Missions opportunities for members of the family of Victory Churches.

2. Reports from national leaders

- VCI Missions Director will receive reports from all countries sponsored by VCI Missions. Pictures will also be requested from the different nations.
- These reports will be used for the monthly Missions Update and Newsletter
- This will ensure accountability with the various nations as well as keeping us all informed.

3. Annual missions meeting

The Missions Director or the regional representative will organize a Missions meeting during the annual National Conference. This is usually held on the Saturday afternoon of the conference.

4. VCI Missions' Resource CD

A Missions Resource CD is available from the Missions head office. The CD contains photos, current projects and statistics on each nation that Victory churches are located in.

5. VCI Missions on the Internet

The Victory website, www.victoryint.org, is an excellent resource for Missions information. Photos, statistics and a list of the current projects in each nation is available online.

6. Promoting missions in the the local church

An effective means of promoting Missions in the church is by using a bulletin board in the lobby of the church. We suggest:

- Make it visible
- Make it excellent
- Make it up to date
- Make it informative
- Make it BIG
- Make it express equality for each VCI nation

Suggestions for the bulletin board. Use:

- The gifted people in your church to design your board
- The local library for country statistics
- Travel magazines for extra decorative pictures
- Maps with flag pins
- The VCI logo
- A photo of Drs. George and Hazel Hill, President and Founders of Victory Churches International
- Photos from the VCI Missions Resource CD or download them from the website and print on a color printer any size you like.
- Take a \$1 offering to buy supplies

Missions Training and Missions Trips

Missions Training

- CCI's Short-Term Missions Correspondence Course (\$30.00 CDN for DVD's; \$10.00CDN for STMC Book and \$10.00CDN for administration) is available from VCI headquarters in California, USA, Calgary, AB, Canada and the UK. The course is available in video and paper format.
- All individuals from VCI churches who are intending to go on a Missions trip are required to take the short-term Missions course. A Missions card will be issued to each individual who passes the course.

Missions trips:

- Mission trips should be coordinated through VCI Missions Director at head office.

- When considering a missions trip, consider first going to support our VCI family in the nations of your choice.

Role and responsibilities of the Missions Representative in the local church

(the missions representative was formally called missions families in the local church)

The Missions Representative from each local church will:

- Stay in close contact with their pastor about Missions awareness.
- Will keep the congregation informed about VCI Missions
- Present highlights of Missions Updates and Newsletters from head office monthly to congregation.
- Follow up to see bulletin insert of monthly Missions Report is read and inserted in the bulletin after the 15th of each month.
- Form a prayer group to pray specifically for the needs of each country represented by VCI.
- Attend the annual Missions meeting at the Annual National Conference and Regional Conferences with the Missions Director and/or Regional Representatives.
- Check to see if the monthly Missions pledge has gone out from your local church for VCI Missions in conjunction with local church pastor.
- Help raise funds for Missions as requested by local church pastor and VCI Missions Board.
- Assist in hosting missionaries while they are in your country.

Regional Directors responsibility

- Function as a resource person for the Missions Representatives and pastors in their region.
- Coordinate regional fundraising projects, with the regional leaders, pastors and missions representatives.
- Work in collaboration with VCI Missions head office to coordinate Missions trips for churches in their region.
- Organize and lead Missions meetings at VCI's regional conference.
- Organize times of fellowship, prayer, Missions training and sharing of ideas with the Missions representatives in their region.

Contact Information

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Website: www.victoryusa.org

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Website: www.victoryinteuropa.org