

Leadership Office Bylaw

Garden's in Exile

Document Type: Leadership Office Bylaw

Applies To: Apostles, Prophets, Evangelists, Pastors/Teachers, and Deacons

Purpose: To clearly distinguish each leadership office while establishing shared standards for Leaders in Garden's In Exile on theology, character, appointment, finance, legal matters, discipline, and restoration.

Governing Framework: Holy Scripture, the Gardens in Exile Charter, and these Leadership Office Bylaws.

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Preamble

Jesus Christ is the Head of the Church, the Chief Shepherd, the cornerstone of God's household, and the one who gives gifts to His body for the building up of the saints, the work of ministry, and the maturity of the Church.

Gardens in Exile recognizes leadership offices not as titles of status, celebrity, control, or personal ambition, but as servant offices given by Christ for the glory of God, the proclamation of the gospel, the formation of disciples, the planting and strengthening of churches, and the care of Christ's people.

All leadership offices must function under:

1. The Lordship of Jesus Christ.
 2. The authority of Holy Scripture.
 3. The leading and witness of the Holy Spirit.
 4. The gospel of the Kingdom.
 5. The Gardens in Exile Charter.
 6. These Leadership Office Bylaws.
 7. Any civil laws that apply in the leader's ministry context, where possible and appropriate.
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Article I — Offices Recognized

Gardens in Exile recognizes the following leadership offices:

1. Apostles
2. Prophets
3. Evangelists
4. Pastors/Teachers
5. Deacons

The offices of Apostle, Prophet, Evangelist, and Pastor/Teacher are recognized as equipping offices given for the maturity and mission of the Church according to Ephesians 4:11–16.

The office of Deacon is recognized as a servant leadership office that strengthens the practical, mercy, and administrative life of the Church according to Acts 6:1–7 and 1 Timothy 3:8–13.

These offices are distinct but interdependent. No office is to function in isolation from the wider body of Christ.

Article II — Offices at a Glance

Office	Primary Function	Main Responsibility
Apostle	Pioneer and establish	Primary Church planting, foundations, oversight, leadership formation
Prophet	Discern and strengthen	Encouragement, warning, repentance, discernment, covenant faithfulness
Evangelist	Proclaim and equip witness	Gospel proclamation, outreach, new believer follow-up, evangelism training
Pastor/Teacher	Shepherd and teach	Local church care, doctrine, discipleship, worship, discipline
Deacon	Serve and organize	Needs of the Church,

Article III — Distinct Role, Responsibility, Skill, and Qualification Requirements

This article defines what makes each office distinct. All offices share the same basic character qualifications, theological outcomes, appointment process, finance requirements, legal expectations, and discipline/restoration process. However, each office has a distinct role, skill set, responsibility, and authority context.

Section 1 — Apostles

A. Role Definition

The Apostolic Office is a foundational, missionary, governing, and church-planting office entrusted with pioneering, establishing, strengthening, and protecting church communities in keeping with scripture.

Apostles are sent leaders. Their authority is not rooted in personal ambition, charisma, control, or title, but in Christ's calling, proven character, sound doctrine, fruitful ministry, and appointed by the recognized leaders.

Gardens in Exile recognizes apostolic ministry as a continuing missionary and foundational office under Christ, accountable to Scripture, the Spirit, and recognized apostolic oversight.

Scripture: Matthew 28:18–20; Acts 13:1–4; Acts 14:21–23; Romans 15:18–24; 1 Corinthians 3:10–11; 2 Corinthians 10:13–16; Ephesians 2:20; Ephesians 4:11–16; Titus 1:5.

B. Responsibilities

Apostles are responsible to:

1. Preach and defend the gospel of Jesus Christ.
2. Plant, establish, and strengthen churches.
3. Lay healthy doctrinal, relational, and organizational foundations.
4. Train, recognize, appoint, and strengthen qualified leadership.
5. Guard the unity and mission of the Church.
6. Provide spiritual oversight to Leaders they appointed and trained.
7. Carry the gospel into new regions, peoples, and contexts.
8. Help and visit churches remain faithful to Scripture, mission, and the Spirit's leading.
9. Strengthen the wider family of churches in Gardens in Exile.

C. Skill Requirements

An Apostle must demonstrate skill in:

1. Gospel proclamation across cultures, regions, or new contexts.
2. Church planting and church strengthening.
3. Laying doctrinal, relational, and organizational foundations.
4. Ability to provide apprenticeship and appointment for all leadership offices.
5. Resolving conflict between leaders, churches, or ministries.
6. Guarding doctrine while encouraging Spirit-led mission.
7. Strategic mission planning rooted in prayer and Scripture.
8. Stewarding funds with integrity where necessary.
9. Enduring hardship, opposition, sacrifice, and spiritual burden.
10. Communicating vision clearly and faithfully.
11. Providing oversight without domination.
12. Multiplying churches and leaders.

Section 2 — Prophets

A. Role Definition

The Prophetic Office is a Spirit-led office that prophesies, strengthens, encourages, comforts, warns, discerns, and calls the people of God to covenant faithfulness, holiness, justice, mission, and worship.

Prophetic ministry must never be manipulative, controlling, financially exploitative, or used to bypass Scripture, local leadership, or wise discernment.

Scripture: Numbers 11:29; Deuteronomy 13:1–5; Jeremiah 1:4–10; Amos 3:7–8; Acts 11:27–30; Acts 13:1–3; Acts 15:32; Acts 21:10–14; 1 Corinthians 12:28; 1 Corinthians 14:1–5, 29–33; Ephesians 4:11–16; 1 Thessalonians 5:19–22; 1 John 4:1.

B. Responsibilities

Prophets are responsible to:

1. Call the Church back to faithfulness to God.
2. Strengthen, encourage, and comfort believers.
3. Ability to provide apprenticeship and appointment for prophetic office.
4. Discern what the Spirit is saying in particular seasons.
5. Warn against sin, compromise, injustice, false worship, and false teaching.
6. Help leaders and churches remain sensitive to the presence and direction of God.
7. Equip the Church to hear, test, and obey the voice of God in submission to Scripture.
8. Reveal blind spots and invite repentance and restoration.
9. Speak with humility, clarity, courage, and accountability.

C. Skill Requirements

A Prophet must demonstrate skill in:

1. Hearing and discerning the voice and leading of the Holy Spirit with humility.
2. Testing impressions, dreams, visions, burdens, and words by Scripture and communal discernment.
3. Strengthening, encouraging, and comforting the Church.
4. Warning leaders or churches with courage and gentleness.
5. Calling people to repentance without manipulation.
6. Exposing compromise while seeking restoration.
7. Speaking with clarity, timing, restraint, and accountability.
8. Helping churches discern seasons, dangers, and opportunities.
9. Equipping believers in prayer, discernment, and prophetic maturity.
10. Receiving correction when a word is unclear, incomplete, or wrong.
11. Avoiding sensationalism, fear, control, and spiritual pride.
12. Serving the unity and holiness of the Church.

Section 3 — Evangelists

A. Role Definition

The Evangelistic Office is a gospel-proclaiming and equipping office entrusted with announcing the good news of Jesus Christ, calling people to repentance and faith in gospel and training the Church to participate in the being witnesses for God.

Evangelists are not merely gifted communicators. They are servants of the gospel who proclaim Christ faithfully, love the lost, connect new believers, and help churches become communities of witness.

Evangelistic ministry must never be reduced to emotional pressure, shallow decisions, platform-building, or numbers without discipleship.

Scripture: Matthew 28:18–20; Luke 24:46–49; Acts 8:4–13; Acts 8:26–40; Acts 21:8; Romans 10:14–17; 2 Corinthians 5:17–21; Ephesians 4:11–16; 2 Timothy 4:5.

B. Responsibilities

Evangelists are responsible to:

1. Clearly proclaim the gospel of Jesus Christ.
2. Call people to repentance, faith, baptism, and discipleship.
3. Ability to provide apprenticeship and appointment for evangelist offices.
4. Equip believers to share the gospel with wisdom, courage, and love.
5. Strengthen new believers in the foundations of the faith.
6. Represent the gospel with integrity, compassion, and truth.

C. Skill Requirements

An Evangelist must demonstrate skill in:

1. Clearly explaining the gospel to believers and unbelievers.
2. Calling people to repentance, faith, baptism, and discipleship.
3. Sharing the gospel in personal, public, and community settings.
4. Training believers to share their testimony and explain the gospel.
5. Practicing hospitality toward seekers, skeptics, and new believers.
6. Answering common objections with gentleness and wisdom.
7. Organizing outreach, follow-up, and discipleship pathways.
8. Integrate new believers into church life.
9. Communicating across cultural, generational, and social barriers.
10. Avoiding pressure tactics and false promises.
11. Measuring fruit by faithful discipleship, not only immediate responses.

Section 4 — Pastors/Teachers

A. Role Definition

The Pastoral/Teaching Office provides shepherding, teaching, guarding, governance and discipling offices entrusted with caring for the flock of God, teaching sound doctrine, forming disciples, protecting the Church from error, and overseeing the spiritual life of a local church.

Pastors/Teachers are shepherds under the Chief Shepherd. They are not owners of the flock, but stewards of Christ's people. Their authority is exercised through faithful teaching, godly example, prayer, care, correction, and humble oversight.

In Gardens in Exile, Pastor/Teacher/Overseers/Elders function as one joined office.

Scripture: John 21:15–17; Acts 20:17–35; Ephesians 4:11–16; 1 Timothy 3:1–7; 1 Timothy 4:11–16; 1 Timothy 5:17–22; 2 Timothy 2:15; 2 Timothy 4:1–5; Titus 1:5–9; Hebrews 13:17; 1 Peter 5:1–4.

B. Responsibilities

Pastors/Teachers are responsible to:

1. Shepherd the people of God with love, patience, and holiness.
2. Teach Scripture faithfully and clearly.
3. They don't plant churches, they grow the church and keep it health
4. Guard the Church from false teaching and spiritual harm.
5. Govern and steward the local church legal and financial matters.
6. Ability to provide apprenticeship and appointment for Pastor/Teacher and Deacons offices.
7. Equip the saints for maturity and ministry.
8. Care for the weak, wounded, new, and mature alike.
9. Lead the local church in weekly worship, discipleship, prayer, communion, community, and witness.
10. Practice correction, restoration, and reconciliation when needed.
11. Model a life worthy of imitation.

C. Skill Requirements

A Pastor/Teacher must demonstrate skill in:

1. Teaching Scripture faithfully, clearly, and contextually.
 2. Guarding sound doctrine and correcting false teaching.
 3. Shepherding people through spiritual growth, suffering, conflict, and repentance.
 4. Leading worship, prayer, communion, discipleship, and community life.
 5. Caring for families, children, new believers, mature believers, and wounded people.
 6. Practicing biblical counseling and wise pastoral care within appropriate limits.
 7. Building healthy local church rhythms.
 8. Training and appointment Pastors/Teachers and Deacons.
 9. Practicing church discipline with patience, truth, and mercy.
 10. Managing local church responsibilities with order and transparency.
 11. Leading without domination and correcting without harshness.
 12. Preaching Christ from all Scripture.
 13. Protecting the vulnerable and creating a safe spiritual environment.
 14. Living as an example to the flock.
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Section 5 — Deacons

A. Role Definition

The Deacons Office is a servant leadership office entrusted with meeting all practical needs and ministries outside of the word ministry in the local Church. Examples are hospitality, media, worship, administration and the strengthening of the Church's common life.

Deacons are not lesser leaders. They are proven servants who support the work of the Word and prayer ministries, care for practical needs, and help the Church embody the love and justice of Jesus.

Deacons do not carry the same teaching responsibility as Pastors/Teachers, but they must hold the mystery of the faith with a clear conscience and live lives worthy of trust.

Scripture: Acts 6:1–7; Romans 16:1–2; Philippians 1:1; 1 Timothy 3:8–13.

B. Responsibilities

Deacons are responsible to:

1. Serve the practical needs of the Church.
2. Care for the poor, vulnerable, widows, families, and those in need.
3. Help organize meals, hospitality, mercy ministry, benevolence, and practical support.
4. Assist with administration, stewardship, and ministry logistics.
5. Support Pastors/Teachers, Apostolic leaders, and local churches by ensuring practical needs are handled with wisdom.
6. Model humility, faithfulness, integrity, and Spirit-filled service.

C. Skill Requirements

A Deacon must demonstrate skill in:

1. Excellence in the practical ministry needed there.
2. Handling resources with honesty and transparency.
3. Protecting unity by responding to practical needs before they become divisions.
4. Working faithfully under recognized oversight of Pastors/Teachers.

Article IV — Shared Character Qualifications

All leadership offices in Gardens in Exile must meet the same basic character standard given in Scripture for elders, overseers, and deacons. No gift, calling, title, platform, education, or ministry fruit can replace godly character.

A leader must be:

1. Above reproach.
2. Faithful in covenant relationships.
3. Sexually pure.
4. Sober-minded.
5. Self-controlled.
6. Respectable.
7. Hospitable.
8. Gentle and not violent.
9. Not quarrelsome.
10. Not greedy or given to dishonest gain.
11. Not mastered by alcohol or any substance.
12. Mature in the faith and not newly converted.
13. Faithful in household and family responsibilities.
14. Well regarded by outsiders.
15. Tested and proven over time.
16. Humble and teachable.
17. Prayerful and dependent on the Holy Spirit.
18. Servant-hearted and not domineering.
19. Courageous in obedience to Christ.
20. Committed to unity, truth, and reconciliation.

No leader may be appointed only because of gifting, influence, financial contribution, family connection, charisma, education, usefulness, or popularity. Character reference checks with spouses and church members/leaders must be done before they are appointed into their office.

Scripture: Acts 6:3; 1 Timothy 3:1–13; Titus 1:5–9; 1 Peter 5:1–4; Galatians 5:22–23; James 3:13–18.

Article V — Shared Theological Outcomes

All appointed leaders must be able to faithfully hold, explain, live, teach theological outcomes except deacons they must hold but not required to teach.

The theological outcomes are organized into two categories:

1. **Systematic Doctrine and Practice** — the core beliefs and practices every leader must hold and embody.
2. **Biblical Story and Thematic Theology** — the unified story and major biblical themes every leader must understand and teach according to their office.

Section 1 — Systematic Essential Doctrine and Practice Outcomes

Every appointed leader must demonstrate faithfulness in the following Gardens in Exile core doctrines and practices:

1. **Scripture and Authority** — Scripture is God-breathed, trustworthy, authoritative, and sufficient for teaching, correction, formation, doctrine, mission, pastoral care, and church order.
2. **The Triune God** — there is one God: Father, Son, and Holy Spirit, eternally worthy of worship, obedience, and love.
3. **Creation and Image of God** — God created all things good, and humanity is made in His image to reflect His rule, holiness, love, creativity, and care for creation.
4. **Sin, Idolatry, and Exile** — humanity has rebelled against God through sin, idolatry, injustice, and self-rule, resulting in alienation from God, one another, creation, and our true vocation.
5. **Covenant and Promise** — God works through covenant promise, calling Abraham's family and Israel to be a blessing to the nations and to witness to His holiness and kingdom.
6. **Jesus Christ** — Jesus is the promised Messiah, Son of God, Son of Man, true Israel, true image of God, crucified Lord, risen King, ascended Priest, and returning Judge.
7. **The Gospel of the Kingdom** — through Jesus' life, death, resurrection, ascension, reign, and return, God is forgiving sins, defeating evil, reconciling all things, forming a new humanity, and bringing His kingdom.
8. **Salvation and New Creation** — salvation is by grace through faith in Jesus Christ and includes repentance, forgiveness, justification, reconciliation, adoption, sanctification, Spirit-filled life, resurrection hope, and new creation.
9. **Repentance, Faith, Baptism, and Discipleship** — the proper response to the gospel is repentance, faith, baptism, obedience to Jesus, participation in the Church, and lifelong discipleship.
10. **The Holy Spirit** — the Spirit convicts, regenerates, fills, empowers, sanctifies, gives gifts, forms fruit, leads the Church, and bears witness to Jesus.
11. **The Church** — the Church is the body of Christ, temple of the Spirit, household of God, royal priesthood, holy nation, family, and missional people sent into the world.
12. **Worship and Prayer** — the Church is called to worship God in Spirit and truth through prayer, praise, Scripture, fasting, thanksgiving, intercession, and Spirit-led dependence.
13. **Baptism and Communion** — baptism marks entrance into Christ and His people, and communion is the covenant meal of remembrance, participation, thanksgiving, unity, and proclamation of the Lord's death until He comes.
14. **Breaking Bread and Table Fellowship** — shared meals, hospitality, and breaking bread are central practices of covenant family, discipleship, unity, witness, and remembrance.

15. **Holiness and Spiritual Formation** — disciples are formed into the likeness of Christ through obedience, love, repentance, suffering, Scripture, prayer, community, and the work of the Spirit.
 16. **Justice, Mercy, and Care for the Vulnerable** — the gospel forms a people who practice mercy, generosity, justice, hospitality, care for the poor, and protection of the vulnerable.
 17. **Evangelism** — the Church is sent to proclaim the gospel
 18. **Leadership and Equipping Offices** — Christ gives leaders to equip the saints, build up the body, guard doctrine, serve the Church, and multiply ministry.
 19. **Discipline and Restoration** — correction is practiced for holiness, protection, repentance, reconciliation, and restoration where possible.
 20. **Stewardship and Generosity** — money, possessions, time, gifts, and influence must be stewarded with integrity, generosity, accountability, and freedom from greed.
 21. **Suffering, Exile, and Witness** — the people of God live as faithful witnesses in exile, enduring suffering with hope while embodying the kingdom of God.
 22. **Final Hope** — Christ will return, the dead will be raised, evil will be judged, creation will be renewed, and God will dwell with His people forever.
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Section 2 — Systematic Biblical Story Outcomes

Every appointed leader must understand the biblical story as one unified story fulfilled in Jesus Christ and carried forward by the Spirit-filled Church.

Every leader must be able to understand and teach the following biblical story themes according to their office:

1. **Creation** — God creates the heavens and the earth as His good world, and humanity is placed within creation to image God and steward His garden-temple world.
2. **Eden and Temple** — Eden is the first sacred space where God dwells with humanity, and later tabernacle, temple, Christ, and the Church develop this theme of God's dwelling presence.
3. **Image of God and Human Vocation** — humanity is called to represent God's rule, multiply life, cultivate creation, guard sacred space, and live as royal priests.
4. **Fall and Exile** — sin leads to alienation, death, idolatry, violence, scattering, and exile from God's presence.
5. **Promise to Abraham** — God promises to bless all nations through Abraham's family, forming a covenant people for the sake of the world.
6. **Exodus and Redemption** — God delivers His people from slavery, judges oppressive powers, forms a covenant people, and teaches them to live as His holy nation.
7. **Torah and Covenant Life** — God gives instruction to shape Israel as a people of worship, justice, holiness, mercy, and witness.
8. **Priesthood and Sacrifice** — Scripture reveals the need for cleansing, mediation, atonement, holiness, and access to God's presence, all fulfilled in Christ.
9. **Land, Kingdom, and Temple** — Israel's land, kingship, and temple point toward God's desire to dwell with His people and establish His righteous rule.

10. **Wisdom and Formation** — wisdom teaches God’s people how to live rightly in God’s world through fear of the Lord, discernment, humility, and justice.
 11. **Prophets and Covenant Faithfulness** — the prophets call God’s people away from idolatry and injustice and toward repentance, hope, restoration, and new covenant promise.
 12. **Exile and Return** — Israel’s exile reveals the seriousness of sin, while the promise of return points to forgiveness, restoration, renewed hearts, and renewed creation.
 13. **Messiah and Kingdom** — the biblical story anticipates a faithful King, suffering servant, Son of Man, and anointed Messiah who will rescue, reign, and restore.
 14. **Jesus as Fulfillment** — Jesus fulfills Israel’s story, embodies God’s presence, announces the kingdom, defeats evil, dies for sins, rises from the dead, and reigns as Lord.
 15. **Cross and Resurrection** — the cross is the victory of God’s love over sin and evil, and the resurrection is the beginning of new creation.
 16. **Ascension and Reign of Christ** — Jesus is exalted as Lord and King, interceding as High Priest and ruling until all things are placed under His feet.
 17. **Pentecost and the Spirit** — the Spirit forms the new covenant people, empowers witnesses, gives gifts, and makes the Church the living temple of God.
 18. **Church as New Humanity** — Jews and Gentiles are united in Christ as one family, one body, one temple, and one royal priesthood.
 19. **Mission to the Nations** — the blessing promised to Abraham goes to the nations through gospel proclamation, disciple-making, church planting, and Spirit-empowered witness.
 20. **New Creation and New Jerusalem** — the story ends with resurrection, renewed creation, the defeat of evil, and God dwelling with His people forever.
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Article VI — Shared Apprenticeship and Appointment Process

All leadership offices in Gardens in Exile are appointed through either an **Apprenticeship Route** or a **Recognition Route**.

The Apprenticeship Route is for those being trained and formed into a leadership office.

The Recognition Route is for existing leaders who already demonstrate the character, theology, experience, and grace of a leadership office and are being formally recognized by existing appointed leaders in Gardens in Exile.

Section 1 — Apprenticeship Process of the Office

A. Calling & Character Check

An authorised leader shall discern individuals sensing a call and understanding of the leadership office.

Candidates must have a good reputation, confirmed by family references, local church references, and, where appropriate, ministry references.

B. Agreement

Candidates must read and understand the Gardens in Exile Charter and Leadership Office Bylaws before signing an apprenticeship agreement under an appointed leader.

The apprenticeship agreement should confirm that the candidate:

1. Has read and agrees with the Gardens in Exile Charter.
2. Has read and agrees with the Leadership Office Bylaws.
3. The appointed leaders will need to prepare an apprenticeship agreement and should also clearly determine the practical arrangement of the apprenticeship. The appointed leader and candidate must discuss and agree, in writing, on matters such as housing, living arrangements, travel, work, financial responsibility, ministry hours involvement before apprenticeship starts.

C. Apprenticeship

Apprentices shall be trained through teaching, lifestyle shadowing, and practical ministry experience by co-labouring with an appointed leader.

The goal of apprenticeship is to prepare the apprentice to meet the qualifications of the office they feel called to, as outlined in the Leadership Office Bylaws.

Apprenticeship should include:

1. Teaching that includes the theological outcomes requirement
2. Lifestyle shadowing with an appointed leader.
3. Practical ministry experience connected to the office.
4. Co-labouring in real ministry settings.
5. Character formation and correction.
6. Office-specific skill development.
7. Feedback from the mentoring leader.
8. Discernment regarding readiness for appointment.

Apprenticeship does not guarantee appointment. If the apprentice is not ready, the mentoring leader may extend the apprenticeship, pause the process, recommend further formation, or end the process.

Section 2 — Appointment of the Office

A person may be appointed to a leadership office through one of two routes:

1. **Apprenticeship Route** — for those formed through apprenticeship under an appointed leader.
2. **Recognition Route** — for existing leaders who already demonstrate the qualifications, fruit, and grace of the office.

Appointments must not be rushed. Scripture warns against laying hands on anyone hastily.

A. Apprenticeship Route

The Apprenticeship Route shall include the following process:

1. The mentoring leader ensures the apprentice receives apprenticeship.
 2. The mentoring leader ensures the apprentice has read, understands, and agrees to the Gardens in Exile Charter and Leadership Office Bylaws.
 3. The mentoring leader administers an oral or written examination in line with the theological outcomes set by the Apostolic Council.
 4. The mentoring leader confirms that the apprentice meets the office-specific qualifications outlined in these bylaws.
 5. The mentoring leader submits a testimony report form provided by the Apostolic Council for testimony and record by online application.
 6. The recognizing leader appoints in accordance with the appointment authority table in this article.
 7. The mentor appoints the apprentice into the office through prayer and the laying on of hands.
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B. Recognition Route for Existing Leaders

The Recognition Route shall include the following process:

1. The recognizing leader requests character references from family and church leaders regarding the candidate's suitability.
2. The recognizing leader requests ministry references regarding the candidate's experience, fruit, and grace for the office.
3. The candidate must read, understand, and agree to the Gardens in Exile Charter and Leadership Office Bylaws.
4. The recognizing leader administers an oral or written theological examination based on outcomes set by the Apostolic Council.
5. The recognizing leader confirms that the candidate meets the character qualifications, theological outcomes, role responsibilities, skill requirements, and office-specific qualifications outlined in these bylaws.
6. If approved, the recognizing leader submits a report to the Apostolic Council for testimony and record.

7. The recognizing leader appoints in accordance with the appointment authority table in this article.
 8. The recognizing leader candidate is appointed through prayer and the laying on of hands.
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Section 3 — Authority to Apprentice, Recognize, and Appoint by Office

Office	Who May Mentor or Recognize
Apostles	They can provide apprentices and recognize all offices.
Prophets	They can provide apprenticeship and recognition for the prophetic office only.
Evangelists	They can provide apprentices and recognition for the evangelistic office only.
Pastors/Teachers	They can provide apprentices and recognition for the Pastors/Teachers & Deacons office only.
Deacons	They can't provide apprentices and recognition for any office.

Scripture: Acts 6:1–7; Acts 13:1–4; Acts 14:23; 1 Timothy 3:10; 1 Timothy 4:14; 1 Timothy 5:22; 2 Timothy 1:6; Titus 1:5.

Article VII — Shared Finance Requirements

All appointed leaders must handle money with holiness, transparency, wisdom, and accountability. Ministry funds belong to the work of the Lord and must never be treated as personal entitlement, secret income, or a means of control.

All ministry must remain freely offered as an act of stewardship and obedience to Christ. Support must come through voluntary gifts, church support, or donations, not through commercialization of the gospel.

No appointed leader may sell spiritual gifts, access, prayer, ordination, prophetic words, healing, baptism, communion, pastoral care, gospel ministry, church resources, ministry influence, or spiritual authority.

Scripture: Matthew 10:8; Acts 20:33–35; 2 Corinthians 8:16–24; 1 Timothy 5:17–18; 1 Timothy 6:6–10; 1 Peter 5:2.

Section 1 — Sources of Support by Office

Office	Appropriate Sources of Support
Apostles	Individual supporters and local churches they serve
Prophets	Individual supporters and local churches they serve
Evangelists	Individual supporters and local churches they serve
Pastors/Teachers	They are funded as a Pastoral team Primarily through local church they shepherd and Individual supporters.
Deacons	The local church they serve; Determined by Pastors/Teachers of that local Church.

Section 2 — Annual Reporting and Accountability

Any appointed leader who receives financial support must provide a ministry and financial report to supporters and contributing churches by email or in person.

Reports must include:

1. **Testimony**— a testimony of ministry faithfulness from that year.
2. **Living Salary** — optionally but allowed modest personal support received for living needs.
3. **Ministry Expenses** — travel, training, discipleship, materials, gatherings, hospitality, outreach, mercy ministry, administration, and other ministry costs.

4. **Retirement Savings** — optionally but allowed 10% of salary set aside for retirement.
5. **Administrative Costs** — if needed banking fees, online giving platform fees, bookkeeping, software, and other necessary administrative expenses.
6. **Two-Witness Review** — two unrelated witnesses to the leader must review the report and verify receipts for that annual year and sign off on the report.

Leaders must keep donations records and receipts for the annual year.

Failure to report honestly, misrepresentation of funds, concealment of income, or misuse of ministry resources will result in discipline and restoration under the proper oversight authority.

Section 3 — Bi-Vocational Expectation

All appointed leaders must remain willing to be bi-vocational when necessary, following the biblical model of Paul, who laboured with his own hands when necessary.

Ministry shall not be dependent solely on external fundraising, but rooted in stewardship, prayer, sacrifice, and faithfulness to God's provision.

Scripture: Acts 18:3; 1 Thessalonians 2:9.

Section 4 — Tax Obligations

All appointed leaders must honour the civil laws of the nations where they minister by paying taxes as required.

They must not conceal, misrepresent, or misuse income, but must act with honesty and integrity before God and people.

Scripture: Romans 13:6–7; Matthew 22:21.

Article VIII — Shared Legal Requirements

Each appointed leader or team may incorporate legally, with appropriate legal structure in compliance with our mission in Gardens in Exile.

Any legal structure used by a Gardens in Exile leaders must:

1. Align with the Gardens in Exile Charter.
 2. Align with these Leadership Office Bylaws.
 3. Honour local legal requirements where possible.
 4. Maintain financial integrity and accountability to donors.
 5. Provide appropriate reporting to donors, supporters, and authorities where required.
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Article IX — Shared Discipline, Restoration, and Removal Process

Discipline in Gardens in Exile exists to protect the name of Jesus, guard the Church, correct sin, restore the repentant, protect the vulnerable, and preserve the witness of the gospel.

Discipline must never be used for revenge, control, political removal, personal offense, or spiritual abuse.

The goal of discipline is restoration wherever repentance, truth, and forgiveness make restoration possible.

Scripture: Matthew 18:15–20; Galatians 6:1–2; 1 Timothy 5:19–22; Titus 3:10–11; James 5:19–20; 1 Peter 5:1–4.

Section 1 — Accountability by Office

Office	Discipline, Restoration, and Removal Authority
Apostles	International Apostolic Council members
Prophets	Apostolic oversight or Prophetic Teams they serve within
Evangelists	Apostolic oversight or Evangelists Teams they serve within
Pastors/Teachers	Apostolic oversight or Pastors/Teachers Teams they serve within
Deacons	Local Pastors/Teachers, with apostolic oversight where appropriate

Leaders may be removed solely by leadership teams of equal office they serve with or by the proper oversight authority.

Section 2 — Grounds for Correction

An appointed leader may be corrected for:

1. Misconduct.
 2. Sexual immorality.
 3. Financial dishonesty.
 4. Abuse of authority or responsibility.
 5. False teaching or false gospel proclamation.
 6. Spiritual manipulation or control.
 7. Violence, threats, intimidation, coercion..
 8. Persistent divisiveness.
 9. Refusal to submit to correction.
 10. Neglect of assigned ministry responsibilities.
 11. Misuse of church resources.
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Section 3 — Restoration Process

The restoration process shall ordinarily follow this pattern:

1. First, the leader is corrected in love privately when the matter can be addressed safely and privately.
2. Second, If they do not repent, the matter shall be brought before the proper oversight authority or Leadership office team they operate within.
3. If they repent, the oversight authority or Leadership Office Team they operate within may require repentance, confession, accountability, mentoring, restitution, counselling, suspension from ministry, correction of public teaching, or another appropriate restoration plan.
4. The goal is always repentance, reconciliation, restoration, spiritual health, protection of the Church, and the honour of Christ's name.

Restoration to fellowship should be pursued wherever possible. Restoration to the leadership office is possible after health and trust is confirmed.

Section 4 — Removal from Office

If removal from office is deemed necessary, the matter must be brought before the proper oversight authority or Leadership Team for failure of repentance or willingness to show fruit of repentance.

Removal must be carried out prayerfully, based on evidence, biblical standards, and spiritual discernment. It must never be based on personal grievance, jealousy, ambition, politics, or control.

When a leader is removed, the leaders and ministries affected by that removal shall be informed with wisdom and care. Responsibilities shall be reassigned to another qualified leader or team as appropriate.

Report must be submitted to the apostolic council, informing of the leader's removal.

Article X — Amendments

These Leadership Office Bylaws may be amended according to the amendment process established in the Gardens in Exile Charter.

Amendments should be made prayerfully, in submission to Scripture, with the aim of preserving the gospel, strengthening the Church, protecting the vulnerable, clarifying leadership responsibilities, and serving the mission of God among the nations.

Closing Statement

Gardens in Exile appoints leaders not to create status, hierarchy, or celebrity, but to serve the Church under the Lordship of Jesus Christ. Together, these offices exist to equip the saints, build up the body of Christ, proclaim the gospel, plant churches, form disciples, and bear faithful witness until Christ returns.