

HWAPP# 9634 5/7/78

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Directions of Mr. Herbert W. Armstrong
to the Executive, Administrative Staff, employees
and members of the Worldwide Church of God

Due to my past illness I presently need to live outside the headquarters area. Therefore, it is not possible for me, with the same degree of supervision as I have exercised in the past, to carry out my responsibility of directing the activities of the Church day by day.

In looking to Scripture and God-given wisdom for my guidance, as I always have, I find that God advises as to the wisdom of having a multitude of wise counsel (Proverbs 1:5; 11:14, and 15:22). Therefore, in accordance with Scripture, and in order to aid me in carrying out my God-given responsibilities, I hereby direct as follows:

(1) That the hereinafter named members of the Board of the Worldwide Church of God are respectfully removed from such offices and responsibilities: Mrs. Shirley Armstrong, Messrs. Ronald L. Dart, George Geis, Robert L. Kuhn, Ellis LaRavia, Leslie McCullough, Richard Rice and Ray Wright.

I do want to clearly emphasize also that the removal of certain persons from the Board should by no means cast any as-

persions whatsoever upon them insofar as their past service or loyalty is concerned. Such removal is to permit appointment of those whom I feel possess a different type and degree of experience. Further, the new appointees will not consist of any administrative personnel in the physical corporate structure of the Church and thereby prevent even any ostensible conflict of interest which might inhibit the Board from carrying out the duties God expects of them.

(2) That the bylaws be amended to increase the number of Board members to 14.

(3) That the hereinafter named senior pastors and advisors be appointed to constitute the Board of Directors of the Worldwide Church of God: David L. Antion, Dibar K. Apartian, Dean C. Blackwell, Herman L. Hoeh, Roderick C. Meredith, L. Leroy Neff, Stanley R. Rader, Leonard Schreiber, Norman Smith and Clint Zimmerman.

The newly appointed senior pastor and advisors are in addition to those member presently serving on the Board which are: Messrs. Herbert W. Armstrong, president, pastor general and chairman of the board; Garner Ted Armstrong; C. Wayne Cole, and Raymond McNair.

(4) That the executive committee is to consist of Mr. Herbert W. Armstrong, as chairman; Stanley Rader; C. Wayne Cole; _____ and _____.

(5) That the appointment of the newly constituted Board of Directors is considered a spiritual analogy to the appointment of the 12 apostles by Jesus Christ. The number 12, in Biblical significance, pertains to a new beginning. Therefore, I do not consider that there is any requirement to continue with the identical number. Rather, I feel that God expects the number to vary as wisdom and discretion from time to time dictate.

(6) I feel that we must maintain the term "Board of Directors" so as not to create any confusion with those outside the Church who deal with the Church on a secular basis. However, in order to afford a better understanding as to the spiritual position of the Board during my lifetime, the title of "Senior Pastor and Advisory Counsel" would be more appropriate.

(7) The purposes I envision for the Board are to:

(A) Preserve the founding scriptural principals and doctrinal beliefs which God, from time to time, revealed to me as his instrument.

(B) Secondly, in the event of my death or incapacity before the second coming of Jesus Christ, to serve as the duly appointed authority to rule and govern the spiritual body of the Church of God and the corporate entity of the Worldwide Church of God.

(C) To expedite the Church's fulfilling the commands of God and the preaching and publishing the Gospel of the coming Kingdom of God to this world as a witness, and attending to the spiritual and secular needs of the local congregations.

(8) The special powers I vest in the Board are:

(A) In the event of my death or incapacity, before the second coming of Jesus Christ, that the board after prayer and consultation together, and under the direction and guidance of the Holy Spirit, with their diversified wisdom, knowledge and understanding, appoint a duly ordained head for the Church who bears all the spiritual and leadership qualities that the Bible dictates. That such leader hold office at the discretion of the Board.

(B) I want to insure the independent judgment of such Board members, so as to better assure the accomplishment of the foregoing. In doing so, I want to clarify a spiritual matter,

in the event there is any question, that in the event of my death or incapacity, that all authority to disfellowship and reinstate spiritual members and corporate members of the Worldwide Church of God, and to establish procedures regarding the same, is solely and exclusively vested in the Board of Directors of the Worldwide Church of God. Such authority, of course, is subject to delegation by them.

(C) It is my recommendation that the Board, in order to carry out its duties, appoint, in addition to the executive committee I have already appointed, certain other committees. Some such committees are: doctrinal committee; financial committee; ministerial committee (this particular committee shall for the present be chaired by Mr. C. Wayne Cole); corporate internal administration committee; liaison committee.

(D) That the Board initiate any review or inquiry it deems appropriate to any department, activity, decision, doctrine, teaching, proceeding, or other event, consider the appointment or removal of any officer, staff member or employee; take under advisement any matter brought before it, which in any way pertains to the purposes for which the Board was formed, to consider and evaluate the same. In the event the Board is of the

opinion that any such matter is of, or could lead to, a significant conflict with the purposes of the Board hereinstated, they are to make any recommendations they may have and report the same to me.

(9) Such appointments and delegation of powers are subject to revocation by me in writing at any time, and from time to time, with or without cause.

(10) I expect the Board to carry out their spiritual and secular obligations to the fullest with the same degree of consecration and dedication of the original apostles.

Signed this day of May, 1977.

Herbert W. Armstrong