

Description of the Bylaw Changes for The Church at Cross Lake June 2021

Over the past few years, it has become apparent to the Elder Council and the Staff that the Bylaws of The Church at Cross Lake need to be updated.

A few years ago, the Elder Council and the Pastoral Staff made a deliberate effort to learn how to better work together. We (the Elder Council and Pastoral Staff) had a consultant provide training on how to make better, more godly decisions. We also studied how other organizations operated. It became apparent that we needed to spend time working out clearer methods and procedures. The document that came out of that effort is called the *Policy Governance Manual*.

The *Policy Governance Manual* describes the goals and expectations of the Elder Council with regard to the staff and congregation. The manual describes the specific roles of the Elder Council, the Lead Pastor, and the staff. It describes the communication mechanisms as well as the reporting structure. It also describes the specific limitations that would be placed on the Elder Council, the Lead Pastor, and the staff.

We have almost completed our second full year of operating under the new *Policy Governance Manual*, and it has worked very well. A primary benefit of the Policy Governance model is clarity of roles. It describes the roles of all parties involved in the operation of this church body and it is easy to modify (unlike the Bylaws).

As part of this exercise, we conducted a thorough review of the Bylaws of The Church at Cross Lake. That effort produced the changes to the Bylaws we are proposing this year.

There are many small changes to the Bylaws that are either grammatical or style related.

We have incorporated this new Policy Governance into the Bylaws. This essentially limits the Elder Council to operate under and maintain this document in the effort to clarify the roles of the leadership in our church.

We found that the methods we were using to call Pastors, Elders and Deacons was not in line with the existing Bylaws. Therefore, we wanted to correct the described process, so it actually depicts reality.

A significant change to the Bylaws affects the number and tenure of the Elder Council. For the past two years the Elder Council has been operating with three members. The Bylaws require a minimum of 5. This was due to the fact that the Ministry on Church Leadership (MOCL) could only find one qualified and willing candidate to serve on the council and three were no longer qualified to serve under the Bylaws. The Council has operated quite well with three members so we think that given the size of our congregation the number 5 is arbitrary and 3 would make more sense. As our congregation grows this number could be increased again.

This year another issue presented itself that needed attention. Two of the three Elders will not be eligible to continue due to the term limits dictated in the Bylaws. These limits were expanded several years ago from 4 to 6 years in the hopes of avoiding this problem but only one qualified and willing man was found to serve this year. We either had to have members exceed their term limits or have only two

Elders. Neither of these seemed appropriate so these proposed changes to the Bylaws allow for Elders to stay on the Council for one-year extensions until the MOCL can find a qualified and willing candidate to serve on the Council. We also defined the role of an Ex-officio Elder. This has always been a source of confusion as it seemed that an Ex-officio Elder was exactly like an Elder with the exception of the ability to vote. We think that Ex-officio Elders are an important part of our church body, and we wanted to make their role clear. These changes are the result of several years of prayer and discussions with consultants, other church leaders and our own staff. We believe these changes help move our body forward for the cause of Christ and God's Kingdom. If you have any questions, comments, or desire clarification about any of the changes, please reach out to us at elders@crosslakechurch.org prior to our June 27th congregational meeting.

Respectfully submitted,

Phil Birkelbach - Elder
Mike Smelek - Elder
Stephen Foster - Elder
Brian Smelek – Interim Lead Pastor

THE CHURCH AT CROSS LAKE, INCORPORATED

BYLAWS

ARTICLE I - NAME

The name of this Corporation is The Church at Cross Lake, Incorporated (the "Church")

ARTICLE II - PURPOSE

SECTION 1. - GENERALLY

The Church is organized and operated exclusively for religious purposes, namely the continuing fulfillment of the great commission given us by Jesus Christ, our Lord and Savior, and our continuing obedience of His great commandments.

SECTION 2. - THE GREAT COMMISSION

"Go therefore and make disciples of all nations, baptizing them in the name of the Father and the Son and the Holy Spirit and teaching them to obey all that I have commanded you. And surely I am with you always, to the very end of the age" (Matthew 28:18-20).

SECTION 3. - THE GREAT COMMANDMENTS

"Love the Lord your God with all of your heart and with all of your soul and with all of your mind. This is the first and greatest commandment. And the second is like it: Love your neighbor as yourself" (Matthew 22:37-39).

ARTICLE III - STATEMENT OF FAITH

The Church shall adopt and publish-make available a statement (the "Statement of Faith") specifying the nature of its beliefs. A two-thirds (2/3) majority vote of the Members (hereinafter defined) at a duly called Congregational Meeting where a Quorum is present is required to adopt or amend the Statement of Faith.

ARTICLE IV - GOVERNMENT

The government of the Church, under the leadership of the Holy Spirit, is vested in the Council of Elders (also known as the Board of Directors in the Articles of Incorporation). The Council of Elders shall lead by Policy Governance and will

maintain a Policy Governance Manual with yearly review. Said document will outline the purpose and goals of the Church, the Elder relationship with the Lead Pastor and staff, Lead Pastor responsibilities, as well as guidelines for the Council of Elders. The Policy Governance Manual will be the primary guide for daily operations within the Church.

The following actions, however, are specifically reserved to the Members.

- a) Calling and removing Pastors and Associate Pastors.
- b) Electing Elders and Deacons.
- c) Discipline or expulsion of any Member.
- d) Approving the purchase, sale, transfer, or mortgaging of the real property of the Church.
- e) Approving any major alterations to the Church's real property or improvements thereto.
- f) Approving and amending the Bylaws.
- g) Approval of the annual budget.

Such actions require a two-thirds (2/3) majority vote of the Members at a duly called Congregational Meeting where a Quorum is present.

ARTICLE V - MEMBERSHIP

SECTION 1. - CRITERIA FOR MEMBERSHIP

Persons who desire to become Members may do so by declaring that intent to the ~~Senior~~-Lead Pastor and/or the Council of Elders. Candidates for membership must:

- Profess their faith in Jesus Christ as Savior and Lord.
- Affirm, support, and agree to abide by the Church's Statement of Faith
- Submit to the authority of the Church.
- Complete the Church's member orientation class or fulfill other requirements as may be required by the Church from time-to-time.

SECTION 2. - FRIENDS

Anyone who supports the purposes and mission of the Church, but does not desire membership may be designated a friend ("Friend") of the Church. Friends may serve on Missions and Ministries and participate in Church activities but shall have no voting rights. Friends may not serve as Elders or Deacons, nor shall Friends be able to serve in the role of officer or chairperson within said Missions or Ministries. Friends may not lead any Church committees, Sunday school classes, or Bible Study groups associated with the Church.

SECTION 3. - DISCIPLINE OR EXPULSION

The Council of Elders, by at least a two-thirds (2/3) majority vote at a duly called meeting where a Quorum is present, may recommend reasonable discipline or expulsion of any Member. Grounds for discipline or expulsion include, but are not limited to: error in doctrine, and violation of biblical standards of conduct that continue after a warning is communicated to such Member. Guidelines for the administration of Church discipline may be found in Matthew 18:15-17. Said Member shall be entitled to a reasonable opportunity to dispute any charges made against him/her. Final disposition of any case is subject to approval by at least a two-thirds (2/3) majority vote of Members at any duly called Congregational Meeting where a Quorum is present.

SECTION 4 – VOTING

Members over the age of 17 shall have the right to vote at Congregational Meetings.

ARTICLE VI - CONGREGATIONAL MEETINGS

SECTION 1. ANNUAL MEETING

The Church shall hold regular meetings, at least annually, preferably before the end of the fiscal year ~~preferably in the month of May or June~~ and special meetings as needed, collectively known as "Congregational Meetings." The date, time and place of the meeting shall be established by the Council of Elders and announced to the Members through regular Church publications or other common means of announcement.

SECTION 2. SPECIAL CALLED MEETINGS

Special called Congregational Meetings may be held upon request by petition of at least one-third (1/3) of the Members or when requested by any of the

following:

1. The ~~Senior~~Lead Pastor
2. The Council of Elders by at least a two-thirds (2/3) majority vote at a duly called meeting where a Quorum (as defined in Article VII, Section 3) is present

At least seven (7) days written or printed notice of the date, time and purpose of such meeting must first be given to the Members. Such notice shall be deemed sufficient if timely incorporated into the Church's regular publications or other common means of communication. Only those items specified in the notice may be discussed and considered at the special called meeting.

SECTION 3. QUORUM

At any Congregational Meeting at least one third (1/3) of the Members must be present (a "Quorum") for the meeting to qualify as a Congregational Meeting.

SECTION 4. MODERATOR

The moderator of the Council of Elders or his authorized designee shall act as moderator at Congregational Meetings. If the moderator of the Council of Elders is vacant or otherwise unavailable, the moderator of the Body of Deacons will serve as moderator of the Congregational Meeting. The Secretary of the Council of Elders or his authorized designee shall serve as secretary at any Congregational Meeting.

ARTICLE VII - PASTORS

SECTION 1. - EMPLOYMENT

The Church may employ pastors ("Pastors") and other personnel as may be necessary in order to promote and fulfill the purposes of the Church. The ~~senior~~Lead Ppastor ~~_("Senior Pastor")~~ has supervisory responsibility over all Church employees.

SECTION 2. - RESPONSIBILITIES

The Pastors of the Church have general oversight of the spiritual life, pastoral care, equipping Church Members for service, teaching, worship services, and ordination and installation of Elders and Deacons. The Pastors in collaboration with the Council of Elders are to develop and refine the Church's ministry vision as outlined in the Policy Governance Manual. The Pastors shall develop and implement strategies to achieve the purposes and goals outlined in the Policy Governance Manual. The Pastors are to lead the Elders (including Ex-Officio

~~Elders), the staff, the Deacons, and Church members in developing the Church's ministry vision and strategies to equip Church Members to build the Kingdom locally and internationally.~~ All Pastors are ex-officio members of all Church governing bodies, missions and ministries. The preaching of the Word of God in regular sermons is the responsibility of the Pastors.

Among the duties of all Pastors is the following:

- The spiritual oversight and leadership of the Church
- Regularly upholding the Church and its Members in prayer
- Diligent and regular study of the Bible
- Protecting the Church through correction of error in doctrine and truth
- Teaching the whole counsel of God, both formally and informally
- Overseeing the process of Church discipline
- Developing, communicating, and mobilizing to the Church's mission and vision
- Equipping and engaging Church Members in ministry within the Church
- Identifying and executing individual Ministry strategies and actions within area of direct responsibility.

The Senior-Lead Pastor shall be a member of the Council of Elders but without voting rights. The Senior-Lead Pastor may not nor hold or assume the position of Council Moderator as set forth in Article VII, Section 2. The Senior-Lead Pastor, subject to the authority and direction of the Council of Elders, shall be responsible for the day-to-day leadership of the Church and Church Staff.

All other Pastors, other than the Senior-Lead Pastor, are not considered members of the Council of Elders as set forth in Article VII, Section 2 and are welcome to attend any and all open Council of Elder meetings.

SECTION 3. - CALL OR DISMISSAL

The call or dismissal of any Pastor must first be approved by at least a two-thirds (2/3) majority vote at a duly called meeting of the Council of Elders where a Quorum (as defined in Article VIII, Section 3) is present. Following that approval, the Council of Elders shall call a special Congregational Meeting pursuant to the provisions of Article VI, Section 2 hereof, for the purpose of affirming or denying

the decision of the Council of Elders. If a Quorum is present, at least a two-thirds (2/3) majority vote of the Members present at that meeting is required to take further action.

ARTICLE VIII - COUNCIL OF ELDERS

SECTION 1. - NUMBER AND TERM

The Council of Elders shall consist of no fewer than three (3) and no more than five (5) Elders. The Council of Elders shall be divided into two classes, one class beginning their terms in odd numbered years, and another class beginning their terms in even numbered years. ~~five (5) Elders divided into two classes, one class consisting of three elders beginning their terms in odd numbered and another class consisting of two elders beginning their terms in even numbered years.~~

One class shall be elected each year and its term shall begin July 1, corresponding with the fiscal year. Elders shall be elected by the Members each year and shall serve two-year terms. The elected Elders shall operate as a council ("Council of Elders" or "Council"). No Elder may serve for consecutive terms, either full or partial, aggregating more than six consecutive years. An Elder having served a total of six consecutive years shall be ineligible for reelection for a period of at least two years unless no eligible replacement candidates are nominated by the Ministry on Church Leadership and the Council of Elders would be left with less than 3 members. In such a case, an Elder whose term has expired will serve additional 1-year terms until a qualified candidate is elected. As average church attendance increases, the Council may recommend an increase in the number of Elders on the council, to be approved by the Membership by at least a two-thirds (2/3) majority vote at a duly called meeting where a Quorum is present. ~~In March of each fiscal year, the Council of Elders shall determine the average worship attendance for the prior twelve months. If the average attendance exceeds 500, the size of the Council shall be increased to six (6) Elders and shall thereafter be further increased by one (1) additional Elder for each 200 person increase in the average worship attendance. In either case,~~ The additional Elders shall be elected at the next annual meeting of the Members. The total number of Elders, however, shall never exceed eleven (11).

SECTION 2. - OFFICERS

The Council of Elders, at its first meeting of the fiscal year shall elect an Elder to serve as moderator ("Council Moderator"), an Elder to serve as secretary ("Secretary") and a Member (who may or may not be an active Elder) to serve as treasurer ("Treasurer"). The Council Moderator shall preside at all meetings of the Council of Elders and the Secretary shall keep the official minutes of all meetings and other proceedings of the Council. The Treasurer shall serve as the

custodian of the financial records of the Church. The Elders shall have such other duties as the Council may determine. The Moderator shall preside at all meetings of the Council of Elders. The Moderator, in conjunction with the Secretary, may execute all deeds, mortgages, bonds, contracts, or other instruments as the Council or Members, as the case may be, have duly authorized.

SECTION 3. - MEETINGS

The Council of Elders shall attempt to hold regular meetings at least monthly, with exceptions as the Council may approve. Special meetings may be called at any time by the Council Moderator, the ~~Senior~~Lead Pastor, or by the Secretary upon the written request of at least ~~one~~two-thirds (2/3) of the Elders then serving on the Council. A Quorum for the meeting shall be at least two-thirds (2/3) of the number of Elders then serving. If deemed necessary by the Council Moderator, the Council may hold meetings by telephone conference call procedures, over the internet, or by other electronic means so long as all persons participating in the meeting can hear or otherwise simultaneously communicate with each other. Notice of a meeting that is to be held by telephone or other electronic means must state that the meeting will be held by telephone or other electronic means. Any decision required or permitted to be made at a meeting of the Council of Elders may be made without a meeting if a written consent to the decision is signed by all of the Elders who would be entitled to vote on the matter. Consent by e-mail shall be considered written consent. Unless the Council of Elders has called a special "closed" meeting, meetings of the Council of Elders shall be open to all Members of the Church. Closed meetings will include only Elders, excluding Ex-Officio Elders unless an exception is granted by Elders.

SECTION 4. - QUALIFICATIONS

Elders will be male and will have mature relationships with Jesus Christ, be servant leaders, be called to serve the Church as evidenced by previous service within the Church, have good reputation, be respected in the Church and community, and be positive Christian role models. Further qualifications for Elders are outlined in the Scriptures, especially in 1 Timothy 3:2-7, Titus 1:6-9 and 1 Peter 5:1-4. Any Member meeting the above qualification must also have been a Member of the Church for a minimum of one year prior to serving.

SECTION 5. - PURPOSES

In conjunction with the pastoral leadership, the Council shall be responsible to maintain the spiritual welfare of the Church; to supervise the affairs and activities of the Church and any organization that is a part of the Church; and to receive reports from, and review the activities of all organizations of the Church. Certain

powers and responsibilities included as duties of the Council may be delegated to other organizations or to individuals within the Church, but such powers and responsibilities shall always be subject to the discretion and review of the Council.

Among the duties of the Council of Elders is the following:

- The spiritual oversight and leadership of the Church
- Regularly upholding the Church and its members in prayer
- Diligent and regular study of the Bible
- Protecting the Church through correction of error in doctrine and truth
- Teaching the whole counsel of God, both formally and informally
- Interviewing/examining potential members for profession of faith in Jesus Christ
- Overseeing the process of Church discipline
- Developing, ~~communicating, and mobilizing to the Church's mission and vision~~refining, and communicating the church's mission and vision as stated in the Policy Governance Manual
- ~~Developing and implementing~~Reviewing and approving an annual plan and budget
- ~~Supervising~~Monitoring the Ministries and Missions of the Church
- Managing the financial operations of the Church, including the development of an annual report and (through the Treasurer) financial statements of the Church
- Supervision ~~of the Senior Pastor~~and systematic monitoring of the Lead Pastor, including recommendation to Members on the Pastor's selection and terms of call.

SECTION 6. – ~~MINISTRIES AND MISSIONS~~

~~The Council may establish Ministries and Missions and determine their composition, functions, and terms of service. Each Ministry or Mission shall select its own officers or chairpersons. Removed~~

SECTION 7. ELDER ELECTION ~~AND TERM OF OFFICE~~

At an annual Congregational Meeting to be held toward the end of each fiscal year, the Ministry on Church Leadership shall present to the Council of Elders a list of potential candidates for the role of "Elder". The Council of Elders shall review this list and present for the vote of the Members, a ballot containing the names of nominees for Elder. Nominees receiving at least two-thirds (2/3) of total votes at such meeting shall be selected to serve beginning on the first day of the next fiscal year. ~~Those selected who have not previously been ordained will be presented to the Church for ordination.~~

SECTION 8: EX-OFFICIO ELDERS

Members of the Council of Elders whose terms have expired and remain qualified as Elders (per Article VIII, Section 4) shall be considered "ex-officio" Members of the Council of Elders. These ex-officio Elders may still serve in advisory rolls, spiritual leadership rolls, as a member of the Ministry on Church Leadership, and may be nominated for reinstatement as an elder after the two-year sabbatical. ~~These ex-officio Elders shall have the rights, responsibilities, and authority within the Church of being a part of the Council of Elders without the ability to vote on matters.~~

SECTION 9. RESIGNATIONS

A Member of the Council of Elders may resign their position at any time upon written notice to the Moderator of the Council of Elders (as defined Article VIII, Section 2).

SECTION 10. VACANCIES

In the event of a vacancy on the Council of Elders for a position whose term has not yet expired, the Council of Elders shall request the Ministry on Church Leadership to nominate a qualified Member(s) (according to Article VIII, Section 4) of the Church to fill such vacancy. Upon approval of the remaining serving Council members, the candidate(s) will be presented for a vote by Members (as defined in Article V, Section 1) at the next Congregational Meeting in accordance with Article VIII, Section 7. If the Members vote to approve the Elder Candidate(s), the Elder Candidate(s) will fill the remaining term of the vacated position until its expiration.

SECTION 11. DISCIPLINE OR DISMISSAL OF ELDERS

The Council of Elders, by at least a two-thirds (2/3) majority vote at a duly called Council meeting where a Quorum is present, may recommend reasonable discipline or expulsion of any Council Member (including Ex-Officio Elders) for

violation of biblical conduct standards for Elders as set forth in 1 Timothy and Titus and stated in Section 5 herein. Prior to discipline or expulsion, at least two or more representatives from the Council of Elders shall meet with such Elder (including Ex-Officio) to clearly outline the violations and issue a warning to said Elder. Thereafter, if necessary, accused Elder (including Ex-Officio) shall be invited to meet with the entire Council of Elders to further discuss the charges made against him. The Elders shall then decide after such meeting if church discipline is required including expulsion from the Church. Guidelines for the administration of church discipline may be found in Matthew 18:15-17.

ARTICLE IX - BODY OF DEACONS

SECTION 1. - NUMBER AND TERM

The Members shall elect a Body of Deacons ("Body" or "Body of Deacons") in such numbers as the Council of Elders from time to time may determine. Deacons may be male or female and shall serve for two-year terms and no Deacon may serve for consecutive terms, either full or partial, aggregating more than ~~four~~six years. A Deacon having served a total of ~~four~~six consecutive years shall be ineligible for reelection for a period of at least two years. All terms shall begin July 1, corresponding with the fiscal year.

SECTION 2. - OFFICERS

The Body of Deacons, at its first meeting of the year shall elect a Deacon to serve as moderator ("Deacon Moderator") and a Deacon to serve as secretary (Deacon Secretary").

SECTION 3. – MEETINGS

The Body of Deacons shall attempt to hold regular business meetings at least monthly, with exceptions as the Body may approve. Special meetings may be called at any time by the Deacon Moderator, the ~~Senior~~Lead Pastor, or by the Deacon Secretary upon the written request of at least one-third (1/3) of the Deacons presently active on the Body. A Quorum for the meeting shall be at least two-thirds (2/3) of the number of Deacons then serving. In an emergency situation, The Body of Deacons may hold meetings by telephone conference call procedures, over the internet, or by other electronic means so long as all persons participating in the meeting can hear or otherwise simultaneously communicate with each other. Notice of a meeting is to be held by telephone or other electronic means must state that the meeting will be held by telephone or other electronic means. The Deacon Moderator shall determine in his or her sole discretion, what constitutes an emergency situation. Any decision required or permitted to be

made at a meeting of the Body of Deacons may be made without a meeting if a written consent to the decision is signed by all of the Deacons who would be entitled to vote on the matter. Consent by e-mail shall be considered written consent.

SECTION 4. - PURPOSES

Deacons are Christian servants who are asked by the Church to serve to promote unity and effective ministry. Deacons are to:

- Minister to the Members,
- Share with the Pastor and the Elders the responsibility of promoting and upholding a high level of Christian spirituality and service,
- Encourage, support, and uphold the Pastor and staff in the ministry of the Church,
- Maintain and manage any property and/or assets owned by the Church,
- The equipping of others within the Church to meet practical needs. In general, Deacons shall attend to the care and fellowship of the congregation and perform such other duties as the Council of Elders may determine.

SECTION 5. - QUALIFICATION

Deacons should have mature relationships with Jesus Christ, be servant leaders, be called to serve the Church as evidenced by previous service within the Church, have good reputation, be respected in the Church and community, and be positive Christian role models. The qualifications of Deacons are further outlined in 1 Timothy 3:8-13.

SECTION 6. – MINISTRIES AND MISSIONS

The Body of Deacons may establish Ministries and Missions and determine their composition, functions, and terms of service. Ministries are bodies delegated a particular function or functions having an indefinite or ongoing lifespan. Missions are bodies that have been delegated a particular function or functions having a definite or limited lifespan.

SECTION 7. DEACON ELECTION AND TERM OF OFFICE

At an annual Congregational Meeting to be held toward the end of the fiscal year,

the Ministry on Church Leadership shall present to the Council of Elders a list of potential candidates for the role of "Deacon". The Council of Elders shall review this list and present, for the vote of the Members, a ballot containing the names of nominees for the Body of Deacons. Nominees receiving at least two-thirds (2/3) of total votes at such meeting shall be selected to serve beginning on the first day of the next fiscal year. Those selected who have not previously been ordained will be presented to the Members for ordination.

SECTION 8. RESIGNATIONS

A Deacon may resign their office at any time upon written notice to the Deacon Moderator (As defined in Article X, Section 2).

SECTION 9. VACANCIES

In the event of a vacancy on the Body of Deacons for a position whose term has not yet expired, the Body of Deacons shall request the Ministry on Church Leadership to nominate a qualified Member(s) (according to Article VIII, Section 4) of the Church to fill such vacancy. Qualified nominees for vacated Body of Deacon position will be submitted to the Council of Elders. Upon approval of the Council of Elders, the candidate(s) will be presented for a vote by Members (as defined in Article V, Section 1) at the next Congregational Meeting in accordance with Article VIII, Section 7. If the Members vote to approve the Deacon Candidate(s), the Deacon Candidate(s) will fill the remaining term of the vacated position until its expiration.

SECTION 10. DISCIPLINE OR DISMISSAL OF DEACONS

The Body of Deacons, by at least a two-thirds (2/3) majority vote at a duly called meeting where a Quorum is present, may recommend reasonable discipline or expulsion of any Body of Deacons Member for violation of biblical conduct standards for Deacons as set forth in 1 Timothy 3:8-13 and stated in Section 5 herein. Prior to discipline or expulsion, the Body of Deacons will notify the Council of Elders of any violation and after such notification at least two or more representatives from the Body of Deacons shall meet with such Deacon to clearly outline the violations and issue a warning to said Deacon. Thereafter, if necessary, accused shall be invited to meet with the entire Body of Deacons to further discuss the charges made against him. The Body of Deacons will decide what action is recommended and notify the Council of Elders of the issue, discussion, and recommended actions. The Council of Elders shall then decide after such meeting if church discipline is required including expulsion from the Church. Guidelines for the administration of church discipline may be found in Matthew 18:15-17.

ARTICLE X - MINISTRY ON CHURCH LEADERSHIP

A Ministry on Church Leadership shall be established and maintained by the Council of Elders on such terms as the Council may determine. The Ministry on Church Leadership shall accept suggested nominations for candidates for the positions of Elder or Deacon from any Member, the Board of Deacons, and Council of Elders, and the Ministry on Church Leadership shall investigate the qualifications and availability of those suggested for nomination, and shall present a printed list of nominees to the Council of Elders. The Council of Elders will present to Members ~~the Members~~ for election at an annual Congregational Meeting to be held toward the end of the fiscal year. Only Members entitled to vote at a Congregational Meeting shall be entitled to serve on the Ministry on Church Leadership and once appointed, no Member shall be entitled to serve for longer than two years at a time. However, a Member may be reappointed to service in the Ministry on Church Leadership following a two-year absence.

ARTICLE XI - POLICY

All matters of policy adopted by the Church or its Elders, Deacons, Ministries, Missions and Members shall be maintained at the offices of the Church. All policies must be consistent with the Articles of Incorporation and Bylaws of the Church.

ARTICLE XII - DISSOLUTION OF THE MEMBERSHIP

The assets of the Church are pledged for use in performing the purpose stated in Article III. On discontinuance of the Church by dissolution or otherwise, its assets are to be transferred to a Christian organization that is qualified as an exempt organization under Section 501(c)(3), Internal Revenue Code, as amended.

ARTICLE XIII - FISCAL YEAR

The fiscal year of the Church shall begin each July 1st and shall end each June 30th.

ARTICLE XIV - AMENDMENTS

Amendments to these Bylaws must be first approved by at least a two-thirds (2/3) majority vote of the Council of Elders at any duly called meeting where a Quorum is present. Following said Council approval, the proposed amendments must be approved by at least a two-thirds (2/3) majority vote of Members at any duly called Congregational Meeting where a Quorum is present. Written or printed notice of the proposed amendment or amendments shall be provided to the Members at least fourteen (14) days prior to the Congregational Meeting where

the voting takes place. Such written notice shall be deemed sufficient if timely incorporated into regular Church publications and the exact language of the proposed amendment or amendments is set forth. No modifications to the proposed amendment(s) may be accepted from the floor of the Congregational Meeting, the vote being simply “yes” or “no” on the amendment(s) as proposed.

ARTICLE XV - EFFECTIVE DATE

These Bylaws are hereby adopted as the Bylaws of this Church and shall be effective as of their date of passage. All prior Bylaws and amendments thereof are superseded by these Bylaws as of effective date.

The undersigned, being the duly elected and qualified Council of Elders Moderator of the Church, hereby certifies that the Members duly adopted the foregoing Bylaws on _____

/s/ ~~David Luck~~ Michael Smelek

~~David Luck~~ Michael Smelek – Council of Elders Moderator