



CLEAR CREEK
COMMUNITY CHURCH

BYLAWS of CLEAR CREEK COMMUNITY CHURCH

(ADOPTED & APPROVED ON February 5, 2025)

ARTICLE I Name and Principal Office

- §1.01.** The name of the Corporation is CLEAR CREEK COMMUNITY CHURCH. This Corporation will be further referred to in the Bylaws as the “Church.”
- §1.02.** The Church maintains its principal office at 999 N. FM 270 also known as Egret Bay Blvd. North, League City, Texas.
- §1.03.** The Elders of the Church shall have full power and authority to change the principal office from one location to another with a 2/3 majority vote.
- §1.04.** This Article may be amended to state any change of this principal office location to state the new principal office location. This change will also be properly recorded with the Texas Secretary of State.

ARTICLE II Definitions

- §2.01.** “Teams” – The Church will need teams to handle various parts of its operations and functions to serve its stated purpose. The Elders have the authority to create and dissolve teams as it chooses.
- §2.02.** “Elder” – For purposes of these Bylaws, Elders are the members that make up the Board of Directors of the Nonprofit Corporation Clear Creek Community Church. Elders may be one or more category of Elders. The categories of Elders are Strategic Elders, Teaching Elders, Campus Elders, and Advisory Elders.
- §2.03.** “Elders of the Church” – For purposes of these Bylaws, Elders of the Church is equivalent to the Board of Directors in accordance with Business Organization Code Section 22.001(1). The Elders of the Church will be made up of at a minimum three (3) Elders.

- §2.04. “Member”** – Individuals as defined by Section 6 of these Bylaws.
- §2.05. “Trustee”** – For purposes of these Bylaws, Trustees are elected or reaffirmed by the members on an annual basis and serve at the discretion of the Elders as defined by Section 8 of these Bylaws.
- §2.06. “Articles of Incorporation”** – For purposes of these Bylaws, Articles of Incorporation also refers to Certificate of Formation and any amendments to the Articles of Incorporation or Certificate of Formation in accordance with the formation of a non-profit corporation in the Texas Business Organizations Code.

ARTICLE III Purpose

- §3.01.** The purpose of the Church is to serve the religious purpose of leading unchurched people to become fully devoted followers of Jesus Christ.

ARTICLE IV Statement of Faith

- §4.01.** The Clear Creek Community Church is supportive of these statements of faith which may be modified by a majority vote of the Elders of the Church and are attached as Exhibit A to these Bylaws. These statements of faith do not exhaust the extent of our beliefs. The Bible itself, as the inspired and infallible Word of God that speaks with final authority concerning truth, morality, and the proper conduct of mankind, is the sole and final source of all that we believe. For purposes of Clear Creek Community Church’s faith, doctrine, practice, policy, and discipline, our Elder Body is the Church’s final interpretive authority on the Bible’s meaning and application.

ARTICLE V Affiliation

- §5.01.** This Church is autonomous and maintains the right to govern its own affairs, independent of any outside control, recognizing, however, the benefits of cooperation with other churches, networks and denominations in a variety of activities; therefore may do so as it chooses.

ARTICLE VI Membership

- §6.01.** Membership in this Church shall consist of all persons who have met the

qualifications for membership and are listed on the membership records.

§6.02. Qualifications for membership include all of the following:

- a. A personal commitment of faith in Jesus Christ for salvation and Lordship; and
- b. Baptism as a proclamation of turning from their self-ruled life to a new life of following Jesus Christ as Lord and Savior; and
- c. Completion of the Church membership requirements as required by the Elders.

§6.03. Nothing in this Article shall be construed as limiting the right of the Church to refer to persons associated with it or in attendance at Church functions as “Members.” No such reference, however, shall constitute that any such person is a Member of this Church. A person is not a member of the Church unless they complete the qualifications and requirements of membership as described in Section 6.02 of these Bylaws.

§6.04. The Church Secretary shall keep and maintain an accurate, updated list of Church Members.

§6.05. Every Member shall have the right to vote on the following matters:

- a. the annual budget of the Church;
- b. the election or removal of the Trustees as provided for in Section 8.01 in the Bylaws;
- c. the merger or dissolution of the Church as provided for in the Bylaws; and
- d. affirmation of the Elders by a majority vote at a Membership meeting.

§6.06. Each Member sixteen (16) years of age and older is entitled to one vote. Voting by proxy is prohibited.

§6.07. Members shall be removed from the Church records for the following reasons:

- a. Death; or
- b. By personal request of the Member (including not renewing membership); or
- c. Dismissal by the Elders according to the disciplinary actions as defined by the Bylaws.

ARTICLE VII

Membership Meetings

- §7.01.** Meetings of the Members shall be held at the principal office of the Church or at such other place or places within or outside of Texas as may be designated from time to time by the Elders and notice of such meetings will always be provided in accordance with these Bylaws.
- §7.02.** An annual membership meeting of the Members shall be held at such time as determined by the Elders. Subject to §7.05 of this Article, any business may be conducted at this meeting.
- §7.03.** Special meetings may be called at any time by the Elders, the Lead Pastor or the Executive Pastor for any purpose by giving notice to the Members in accordance with §7.04 of this Article.
- §7.04.** Notice requirements for membership meetings include:
- a. **General Requirements.** Whenever Members are required or permitted to take any action at a meeting, a minimum of fourteen (14) days notice shall be given to Members prior to a meeting. Notification of membership meetings shall be given in any of the following manners which shall be deemed to be a reasonable method of calling a membership meeting:
 - 1. Distribution of written material to the congregation in attendance at a weekend or mid-week service; or
 - 2. Announcement of the meeting in the Church newsletter; or
 - 3. Oral announcement to the congregation at a weekend or mid-week service; or
 - 4. Delivery by United States mail, email or other electronic means to each Member identified in the membership records; or
 - 5. Notification by telephone.
 - b. **Notice of Certain Agenda Items.** Approval by the Members of any of the following proposals is valid only if the notice specifies the general nature of the proposal:
 - 1. Annual Budget of the Church;
 - 2. Election, replacement or removal of the Trustees;

3. Merger or Dissolution of the Church; or
4. Affirmation of the Elders appointed by the Lead Pastor by a majority vote.

§7.05. Those Members present and voting at a meeting duly noticed and called shall constitute a quorum of the membership for the transaction of business.

ARTICLE VIII

Trustees

§8.01. The Elders shall designate the number of Trustees of the Church. The Trustees shall be elected by Members at the annual membership meeting based upon the recommendation of the Elders. Each Trustee shall be asked for a one year commitment subject to review, recommitment and re-election by the Church Members each subsequent year. Election shall be by 2/3 vote of the Members present. A Trustee may only be removed by a vote of 75% of the Members present.

§8.02. The Trustees shall have the following duties:

- a. To determine the compensation of the Lead Pastor of the Church by a 2/3 vote of the Trustees who have been duly elected by the Members; and
- b. Execute legal documents or purchase agreements on behalf of the Church only at the direction of the Elders.

ARTICLE IX

Elders and Deacons

§9.01. Elders. The authorized number of Elders shall not be less than three (3). The Elders shall be appointed by the Lead Pastor and affirmed by the Members at a membership meeting by a majority vote. Elders, including the Lead Pastor, can be removed only for cause by 75 % vote of all of the Elders for removal, but the vote must take place at a time which is prior to the end of the one year commitment.

§9.02. The Elders have no specific fixed term of office. Instead, each Elder, upon appointment, shall be asked for a one year commitment, at the end of that year this appointment is subject to review, and reappointment by the Lead Pastor, recommitment, and re-affirmation by the Church Members each subsequent year.

§9.03. Elders shall meet the Biblical qualifications in 1 Timothy 3:1-7.

§9.04. The Elders may fall into one or more categories as Strategic Elders, Teaching Elders, Campus Elders, or Advisory Elders.

a. **Strategic Elders**

1. **Team (minimum of three (3) Elders):**

- (a) Lead Pastor/President (Team Leader).
- (b) At least two (2) other Elders appointed by the Lead Pastor/President (based on the Elder's gifts and talents).

2. **Duties and responsibilities of the Strategic Elders are:**

- (a) Overall direction and ultimate oversight of the Clear Creek Community Church (church wide).
- (b) Subject to the provisions and limitations of Texas law, and any limitations in the Articles of Incorporation and these Bylaws, the activities, business and affairs of the Church shall be conducted and all corporate powers shall be exercised by or under the direction of the Strategic Elders. The Strategic Elders are responsible for the direction, doctrine and discipline of the Church.
- (c) Change the principal office of the Church in the State of Texas from one location to another, and designate any place within or outside the State of Texas for the holding of any meeting or meetings of the Members or Elders; and
- (d) Adopt, make and use a corporate seal and alter the form of the seal; and
- (e) Exercise all other powers conferred by the Texas Business Organization Code or other applicable laws.

b. **Teaching Elders.**

1. **Team.**

- (a) Teaching Pastor (Team Leader) appointed by the Lead Pastor/President.
- (b) At least two (2) Elders appointed by the Teaching Pastor (based on Elder's gifts and talents).

2. **Duties and responsibilities of Teaching Elders.**

- (a) Oversee sound teaching and preserve pure doctrine across all ages, venues and campuses of the Clear Creek Community Church.

c. **Campus Elders.**

1. **Team.**

- (a) Campus Pastor (Team Leader) appointed by the Lead Pastor/President.
- (b) Others as nominated by the specific Campus Pastor and approved by a 75% approval vote of all Strategic and Teaching Elders.
- (c) Campus Elders are selected for each individual campus, but will also be called upon to exercise the Joint Powers of the Elders as set out in Section 9.05.

2. **Duties and responsibilities of Campus Elders.**

- (a) Support the Lead Pastor/President and the Campus Pastor.
- (b) Oversee the direction of the individual campus of the Clear Creek Community Church.
- (c) Provide spiritual discipline for the campus as outlined in the Bylaws of Clear Creek Community Church.
- (d) Align the campus to the Mission, Vision, Values and Beliefs of Clear Creek Community Church.
- (e) Oversee the Deacons of the campus where they serve as Campus Elder.

d. **Advisory Elders.**

1. **Team.**

- (a) Elders as appointed by the Lead Pastor/President.

2. **Duties and Responsibilities of Advisory Elders**

- (a) Provide support and institutional knowledge to the Elders as requested by the Lead Pastor/President.

§9.05. Joint Powers. The Strategic Elders, Teaching Elders, Campus Elders and Advisory Elders of this Church have the following joint powers and each Elder shall exercise only one vote in any decision to:

- 1. Appoint the Lead Pastor/President by a 75% approval vote of all of the Elders; and
- 2. Remove the Lead Pastor/President for cause only by a 75% approval vote to

remove by all of the Elders; and

3. Determine the disposition of all or substantially all of the assets of the Church in accordance with its 501c(3) purpose as stated in the Articles of Incorporation and in these Bylaws only by a 75% approval vote of all the Elders; and
4. Approve the merger or dissolution of the Church only by a 75% approval vote of all the Elders; and
5. Approve amendments to the Articles of Incorporation or Bylaws of the Clear Creek Community Church only by a 75% approval vote of all the Elders; and
6. Provide discipline on any campus in accordance with the Bylaws since any Elder may take part in the discipline procedure as needed or required by the Bylaws.

§9.06. Deacons. Campus Deacons shall meet the Biblical qualifications in 1 Timothy 3:8-13.

§9.07. The Campus Deacons (serve at each Campus, not as a collective group)

a. **Team.**

1. Campus Pastor appoints a Team Leader(s).
2. Others as appointed by the Campus Elders.

b. **Duties and responsibilities of Campus Deacons only.**

1. Support the Campus Pastor.
2. Shepherd the people of the campus as assigned by the Campus Elders.
3. The Campus Deacons do not have any powers, authority, or responsibility for the direction, doctrine and discipline of the Church which is controlled by the Elders.

ARTICLE X

Meetings of the Elders

§10.01. Regular or special meetings of the Elders may be held at any place within or outside the State of Texas that has been designated from time to time by all of the Elders. In the absence of such designation, meetings shall be held at the principal office of the Church.

§10.02. A regular or special meeting of the Elders may be held at any place consented to in

writing by all of the Elders before the meeting. If such consents are given, they shall be filed with the minutes of the meeting.

§10.03. Any meeting of the Elders, whether regular or special, may be held by conference telephone or similar communication equipment, as long as all Elders participating in the meeting can hear one another. All such Elders shall be deemed to be present in person at such meeting.

§10.04. Regular meetings will be held at the discretion of the Lead Pastor or Elders. The minutes of the Elders shall be kept on file in the principal office of the Church.

§10.05. Special meetings of the Elders are governed by the following:

- a. **Authority to Call.** Special meetings of the Elders may be called for any purpose and at any time by the Lead Pastor/President or any other Elder.
- b. **Notice.**
 1. **Manner of Giving.** Notice of the time and place of special meetings shall be given to each Elder by one of the following methods: (a) by personal delivery of written notice; (b) by first class mail, postage prepaid; (c) by telephone communication, either directly to the Elder or to a person at the Elder's office or home who the person giving the notice has reason to believe will promptly communicate the notice to the Elder, or (d) by facsimile to the Elder's home or office, or (e) by email or other electronic means.
 2. **Time Requirements.** Notices sent by first class mail shall be deposited in the United States mail at least four (4) days before the time set for the meeting. Notices given by personal delivery, telephone, facsimile or email or other electronic means shall be delivered, telephoned, or faxed to the Elder at least twenty-four hours before the time set for the meeting.
 3. **Notice Contents.** The notice shall state the time and place for the meeting. However, the notice does not need to specify the place of the meeting if the special meeting is to be held at the Church's principal office. The notice does not need to specify the purpose of the meeting.

§10.06. A majority of the Elders must be present at a meeting duly called and noticed to constitute a quorum for the transaction of business. Every action taken or decision made by a majority of the Elders present at a meeting duly held shall be the act of the Elders, subject to the provisions of the Texas Business Organization Code.

§10.07. Any action required or permitted to be taken by the Elders may be taken without a

meeting, if all of the Elders, individually, or collectively, consent in writing or by other electronic means to the action. Such action by written or other electronic means to consent shall have the same force and effect as the unanimous vote of the Elders. Such written consent or consents shall be filed with the minutes of the proceedings of the Elders.

ARTICLE XI

Officers

- §11.01.** The Officers of the Church shall be comprised of the Lead Pastor as the President, the Executive Pastor as Vice-President, a Secretary, and a Treasurer. The Lead Pastor appoints the Vice-President, Secretary, and Treasurer. The Executive Pastor shall act as moderator in the absence of the Lead Pastor. In the absence of the Lead Pastor and the Executive Pastor, a moderator will be appointed by the Lead Pastor. The Lead Pastor is selected by the Elders.
- §11.02.** A vacancy in any office because of death, resignation, removal, disqualification or any other cause shall be filled only in the manner prescribed in these Bylaws for regular appointments to that office. Such vacancies may be filled as they occur.
- §11.03.** The term of office for each Officer other than the President shall be reaffirmed by the President at the end of each year. The President may also choose to remove or replace any Officer at his discretion. Officers may serve for additional terms as provided for in this section.
- §11.04.** The Lead Pastor/President may be removed for cause only by a 75% approval vote to remove by all of the Elders.

ARTICLE XII

Indemnification And Insurance

- §12.01. Right to Indemnification of Elders, Officers and Trustees.** Subject to any limitations and conditions in these Bylaws and/or the Articles of Incorporation, including, without limitation, this Article XII, each person who was or is made a party or is threatened to be made a party to or is involved in any threatened, pending or completed action, or other proceeding, whether civil, criminal, administrative, arbitrate or investigative (referred to in Article XII as a "Proceeding," which term also includes any appeal of such a Proceeding or any inquiry or investigation that could lead to such a Proceeding), by reason of the fact that he or she is or was an Elder or Officer or Trustee of the Church, or while an Elder or Officer or Trustee of the Church, shall be indemnified by the Church to the fullest extent permitted by Title 1, Chapter 8 of the Texas Business Organizations Code, as the same exists or may later be amended (but, in the case of any such amendment, only to the extent that such amendment permits the Church to provide broader indemnification rights than said law permitted the Church to

provide prior to such amendment) against any and all judgments (including penalties, such as, but not limited to excise and similar taxes and fines) and against any and all expenses (including attorneys' fees and costs of settlements, provided such settlements are approved by the Church) that are reasonable and actually incurred by such person in connection with such Proceeding. Indemnification under this Article XII shall apply to a person who has at any time served in a capacity that entitles such person to indemnity under the terms of this Article XII even if such service occurred prior to the adoption of this Article XII and even if such person has ceased to serve in such capacity prior to the final disposition of the pertinent Proceeding. It is specifically acknowledged that the indemnification provided in this Article XII expressly provides for indemnification for joint, sole or concurrent negligence or strict liability of any Officer or Elder or Trustee while acting in his or her official capacity or at the request of the Church as set out in this Article XII, and it is further specifically acknowledged that this bold faced and underscored text is a conspicuous notice. Any person entitled to indemnification pursuant to this Article XII is sometimes referred to here as an "Indemnified Person." No subsequent amendment of this Article XII shall terminate, limit or otherwise adversely affect the rights of any Indemnified Person with respect to indemnification as to any Proceedings regarding acts, omissions or events occurring prior to such amendment.

§12.02. Standard of Conduct. The standard of conduct for indemnification requires, as applicable, that the person to be indemnified:

- a. Acted in good faith, and
- b. Reasonably believed that his or her conduct on behalf of the Church, in his or her official capacity, was in the Church's best interests; in any case other than acting in an official capacity, that his or her actions were not opposed to the Church's best interests; and in the case of criminal proceedings, that he or she did not have reasonable cause to believe that his or her conduct was unlawful.

§12.03. An action taken or omitted by an Elder or Officer or Trustee with respect to an employee benefit plan, in performance of the person's duties for a purpose reasonably believed to be in the interest of the participants and beneficiaries of the plan is for a purpose that is not opposed to the best interests of the Church.

§12.04. A person does not fail to meet the standard for indemnification under this Article XII solely because of the determination of a proceeding by judgment, order, settlement, conviction or a plea of nolo contendere or its equivalent unless otherwise specifically set out in Section 1(c) of this Article XII.

§12.05. Indemnification Not Permitted. Indemnification is not permitted under this Article XII of a person who is found liable to the Church or is found liable because the person improperly received a personal benefit or who is convicted of a criminal

act and:

- a. Does not include a judgment, a penalty, a fine, and an excise or similar tax, and
- b. May not be made in relation to a proceeding in which the person has been found liable for:
 - a. willful or intentional misconduct in the performance of the person's duty to the Church including any criminal act;
 - b. breach of the person's duty of loyalty owed to the Church; or
 - c. an act or omission not committed in good faith that constitutes a breach of duty owed by the person to the Church.

§12.06. For purposes of this Article XII, a person is considered to have been found liable in relation to a claim, issue or matter only if the liability is established by an order, including a judgment or decree of a court and all appeals of the order are exhausted or foreclosed by law.

§12.07. Authorization of Indemnification. Any indemnification under this Article XII (unless ordered by a court) shall be made by the Church only as authorized in the specific case upon a determination that indemnification of the present or former Elder, Officer or Trustee is proper in the circumstances because such person has met the applicable requirements set forth in Section 1 of this Article XII. Such determination shall be made with respect to a person who is an Elder or Officer or Trustee at the time of such determination, (i) by a majority vote of the Elders who are not parties to such action, suit or proceeding, even though less than a quorum, (ii) by a team of such Elders designated by majority vote of such Elders, even though less than a quorum, or (iii) if there are no such Elders or if such Elders so direct, by independent legal counsel in a written opinion. However, mandatory indemnification is required to the extent that an Elder or Officer or Trustee of the Church has been successful on the merits or otherwise in defense of any action, suit or proceeding described above, or in defense of any claim, issue or matter within such action, suit or proceeding, and such person shall be indemnified against expenses (including attorneys' fees) actually and reasonably incurred by him or her in connection with such action, suit or proceeding, or such claim, issue or matter within such action, suit or proceeding, without the necessity of authorization in the specific case.

§12.08. Appearance as a Witness. Notwithstanding any other provision of this Article XII, the Church may pay or reimburse expenses incurred by an Indemnified Person in connection with his or her appearance as a witness or other participation in a Proceeding at a time when he or she is not a named defendant or respondent in the Proceeding.

- §12.09. Insurance.** The Elders by a majority vote, may adopt a resolution authorizing the purchase and maintenance by the Church of insurance, at its expense, to protect itself or any Indemnified Person, whether or not the Church has or would have the power to indemnify such person against such expense, liability or loss under Article XII.
- §12.10. Savings Clause.** If this Article XII or any portion hereof shall be invalidated on any ground by any court of competent jurisdiction, then the Church shall nevertheless indemnify and hold harmless each Indemnified Person as to any and all judgments (including penalties, such as but not limited to excise and similar taxes and fines) and against any and all expenses (including attorneys' fees and costs of settlements, provided such settlements are approved by the Church) that are reasonable and actually incurred by such person in connection with such Proceeding, to the full extent permitted by any applicable portion of this Article XII that shall not have been invalidated and to the fullest extent permitted by applicable law.

ARTICLE XIII

Dissolution/Termination of Non-Profit Corporation

- §13.01. Dissolution/Termination Vote.** The Elders by a 75% affirmative vote of all the Elders to dissolve or terminate the Church after the Members have already approved dissolution or termination by a 2/3 majority vote.
- §13.02. Distribution of Church Assets.** In accordance with Section 22.304 of the Business Organization Code after all liabilities and obligations of the Church in the process of winding up are paid, satisfied and discharged in accordance with Chapter 11 of the Business Organizations Code, the property of the Church shall be applied and distributed as follows:
- a. Church property shall be returned, transferred or conveyed, if there is a written condition requiring return, transfer or conveyance of property upon the winding up, dissolution or termination of the Church and only in accordance with such a requirement, and
 - b. The remaining Church property shall be distributed only for tax exempt purposes to one or more 501(c)(3) non-profit corporations established for the same or similar purposes as the Church unless the Articles of Incorporation or Certificate of Formation provide otherwise.

ARTICLE XIV
Records and Reports

- \$14.01.** The Church shall maintain the following records and reports:
- a. Accurate books and records of accounts (financial records);
 - b. A record of property and assets owned by the Church including any deeds;
 - c. Written minutes of the proceedings of its Members and Elders;
 - c. A record of the Members of the Church, setting forth the Members' names and addresses;
 - e. Contribution statements for contributors; and
 - f. Copy of all Bylaws and Articles of Incorporation.
- \$14.02.** All such records shall be kept at the Church's principal office.

ARTICLE XV
Church Discipline/Dispute Process for Members and Non Members

- \$15.01.** Purpose. In the event any act or behaviors by any member or non-member occurs or a dispute is brought by any members that impedes the Church's religious purpose which is leading unchurched people to become fully devoted followers of Jesus Christ, the following steps of discipline/dispute may be followed by the Church, as listed in the nine (9) step disciplinary process as defined in Exhibit B.

ARTICLE XVI
Amendments to the Bylaws

- \$16.01.** These Bylaws or any provision of them may be altered, amended or repealed by 75% approval vote of all of the Elders of the Church.

Duly adopted and approved, by which witness my hand and signature on same date.

Date

Secretary

EXHIBIT A

a. About God.

God is the Creator and Ruler of the universe. He has eternally existed in three persons: the Father, the Son, and the Holy Spirit. These three are co-equal and are one God. Genesis 1:1, 26, 27; 3:22; Psalms 90:2; Matthew 28:19; 1 Peter 1:2; 2 Corinthians 13:14

b. About Jesus Christ.

Jesus Christ is the Son of God. He is co-equal with the Father. Jesus lived a sinless human life and offered Himself as the perfect sacrifice for the sins of all people by dying on a cross. He arose from the dead after three days to demonstrate His power over sin and death. He ascended to Heaven's glory and will return again someday to earth to reign as King of Kings, and Lord of Lords. Matthew 1:22, 23; Isaiah 9:6; Colossians 1:15-16

c. About the Holy Spirit.

The Holy Spirit is co-equal with God the Father and the Son of God. He is present in the world to make men aware of their need for Jesus Christ. He also lives in every Christian from the moment of salvation. He provides the Christian with power for living, understanding of spiritual truth, and guidance in doing what is right. He gives every believer at least one spiritual gift when they are saved. As Christians we seek to live under His control daily. 2 Corinthians 3:17; John 16:7-13, 14:16-17; Acts 1:8; 1 Corinthians 2:12, 3:16; Ephesians 1:13; Galatians 5:25; Ephesians 5:18.

d. About the Bible.

The Bible is God's Word. It was written by human authors, under the supernatural guidance and inspiration of the Holy Spirit. It is the supreme source of truth for Christian beliefs and living. Because the Bible is inspired by God, it is the truth without any mixture of error. 2 Timothy 3:16; 2 Peter 1:20, 21; Proverbs 30:5; Psalms 119:105, 160 3:26.

e. About Human Beings.

People are made in the spiritual image of God to be like Him in character. People are the supreme object of God's creation. Although every person has tremendous potential for good, all of us are marred by "sin" which separates people from God and causes many problems in life. Genesis 1:27; Psalms 8:3-6; Is. 53:6a; Romans 3:23; Isaiah 59:1,2.

f. About Salvation.

Salvation is God's free gift to us, but we must accept it. We can never make up for our sins by self-improvement or good works. Only by trusting in Jesus Christ alone as God's offer of forgiveness can anyone be saved from sin's penalty. When we turn from our self-ruled life and turn to Jesus in faith alone, we are saved. Eternal life begins the moment one receives Jesus Christ into his/her life by faith alone. Romans 6:23; Ephesians 2:8-9; John 14:6, 1:12; Titus 3:5; Galatians 3:26; Romans 5:1.

g. About Eternal Security.

Because God gives us eternal life through Jesus Christ, the true believer is secure in that salvation for eternity. If one has been genuinely saved, he cannot lose it. Salvation is maintained by the grace and power of God, not by the self-effort of the Christian. It is the grace and keeping power of God that gives us this security. John 10:29; 2 Tim. 1:12; Hebrews 7:25, 10:10, 14; 1 Peter 1:3-5.

h. About Eternity.

People were created to exist forever. We will either exist eternally separated from God by sin or eternally with God through forgiveness and salvation. To be eternally separated from God is hell. To be eternally in union with Him is eternal life. Heaven and Hell are real places of eternal existence. John 3:16; 1 John 5:11-13; Romans 6:23.

EXHIBIT B

Discipline/Dispute Process.

1. A discipline/dispute team of three (3) Church Members (the “Team”) selected by the Campus Pastor may be contacted by any Member of the Church to hear a dispute or a request for disciplinary action which may involve any Member or non-member. At least one (1) member of the Team shall be an Elder selected by the Campus Pastor.
2. The Team will retain their positions unless they (i) voluntarily resign, or (ii) are replaced at the discretion of the Campus Pastor. Any open positions will be filled by the Campus Pastor.
3. Any Church Member or non-member may bring a dispute or request for a disciplinary action to the Team by requesting a meeting in writing (electronic or otherwise).
4. The Team will meet with the person or persons initiating the dispute or requesting the disciplinary action and also with the Member/non-member who is the subject of the dispute or disciplinary action.
5. The Team, after these meetings, may try to resolve the dispute or request for a disciplinary action informally by further discussion as agreed by all the Team Members.
6. If the dispute/disciplinary action request cannot be resolved, then the Team will notify the Campus Pastor.
7. After the Campus Pastor has been informed the dispute/disciplinary action cannot be resolved, the Campus Pastor shall select at least two (2) Elders who shall interview the person or persons initiating the dispute or requesting disciplinary action and the Member or non-member who is the subject of the dispute or disciplinary action (offending person).
8. The two (2) Elders shall determine if any further action is needed and whether this should be presented to all the Elders for review. If no further action is needed the matter will be dismissed and the parties notified in writing (electronic or otherwise) as to the dismissal by the Elders.
9. Restoration Team/Final Resolution. If further action is required, the two (2) Elders will present the issue to all of the elders who will decide whether to pursue the matter and if necessary appoint a Restoration Team (“RT”) to investigate the matter and reach a final decision. The RT will consist of Elders or individuals designated by the Elders to investigate the matter. The RT shall take the following actions:
 - a. The person who brought the dispute or requested disciplinary action and the person who is the subject of the dispute or disciplinary action will be notified by the RT in writing (electronic or otherwise) that there will be an investigation;
 - b. An investigation will be conducted by the RT, including but not limited to

- interviews with the persons involved and any witnesses; and
- c. After the investigation, the RT may take some or all of the following actions to resolve the dispute or disciplinary action at their discretion:
 - 1. The matter will be dismissed, or
 - 2. The offending person's Church membership may be revoked;
 - 3. The offending person will be removed from Church leadership;
 - 4. The offending person will be barred from the Church fellowship;
 - 5. The offending person will be prohibited from the observation of the Lord's Supper;
 - 6. RT will counsel or hold a discussion with the persons involved to reach a final agreed resolution; or
 - 7. In addition to any disciplinary or dispute resolution or action, a plan may be established and agreed to in writing by the offending person and the RT or persons involved in any dispute. This plan will be monitored by the RT and the progress reported to the Elders.
 - d. If there appears to be no reason for any disciplinary action or dispute resolution or other actions, both the requesting person and the person who is the subject of the dispute or request for disciplinary action shall be informed in writing (electronic or otherwise) that the investigation is concluded. The RT shall caution the persons involved that there should be no further discussions of this matter to protect the privacy of those persons involved.
 - e. A record of any investigation, disciplinary action or dispute resolution shall be kept in the Elders' confidential records.
 - f. A decision by the Elders or their designated RT, in all disciplinary or dispute resolution actions and dismissals shall be final.