



**CHARTER & BYLAWS
AS OF:
APRIL 29, 2020**

BYLAWS OF OUR CHURCH

TABLE OF CONTENTS

CHARTER OF GOVERNMENT	3
1. STATEMENT OF FAITH	3
1.1 The Trinity	3
1.2 The Scripture	4
1.3 The Atonement	4
1.4 Salvation	5
1.5 The Christian Life	5
1.6 The Church	5
1.7 Water Baptism and Communion	6
1.8 Eschatology	6
1.9 Biblical Marriage	6
1.10 Gender	6
1.11 Statement of Faith Policy	7
2. MEMBERSHIP	7
2.1 Eligibility	7
2.2 Requirements for Membership Recognition	7
2.3 Application	8
2.4 Review of Membership	8
2.5 Termination of Membership	8
3. GOVERNANCE	9
3.1 Corporate Officers	9
3.2 Board of Elders	9
3.3 Church Apostolic Board	15
3.4 Office of the Senior Pastor	15
3.5 Amendment of Bylaws	16
4. FINANCE AND PROPERTY	16
4.1 Borrowing	16
4.2 Short-Term Borrowing	16
4.3 Property	16
4.4 Annual Audit	16
4.5 Annual Report	16
4.6 Church Year	16
5. AUTONOMY	17
6. ETHICS CONCERN REPORTING POLICY	17

BYLAWS OF OUR CHURCH

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The name of this corporation is **[Cultivate Church Nashville]**. It is intended that the Church have the status of a corporation which is exempt from federal income tax under Section 501(a) of the Internal Revenue Code of 1986, as amended, or any corresponding provisions of any future tax laws (hereinafter referred to as the “Code”), as an organization described in Section 501(c)(3) of the Code. The Church has been organized pursuant to the Tennessee Nonprofit Corporation Act (“Act”). The word Church, as used in these bylaws, includes all entities of **[Cultivate Church Nashville]**.

[Cultivate Church Nashville] will operate under a **Theocratic Rule** with a balance structure of **singular headship** (Senior Pastor) and **plurality of leadership** (group of Elders) with an **Apostolic Elder Covering** (appointed spiritual guidance from a network of spiritual leaders)

THEOCRATIC RULE

Theocratic rule simply means: ‘God-rule’ and acknowledges that God has established all governing institutions as His delegated authorities on earth – family, governments, church. Theocratic rule establishes God’s rightful authority in our hearts and minds as well as His legitimate involvement in the formation and operation of these institutions because He was their creator.

SINGULAR HEADSHIP

Singular Headship refers to the primary person (Sr. Pastor) whom God has appointed and to whom God has revealed the vision, values, and direction for the work of the church.

PLURALITY OF LEADERSHIP

The plurality of leadership refers to the group of people, or the Board of Elders, who help refine and enact the vision, monitoring the priority and the timing of its development, as well as evaluating the results that the ministry efforts are producing.

1. Statement of Faith

1.1 The Trinity

It is the testimony of both Testaments and of the Christian Church that God is both One and Triune. The Biblical revelation testifies that there is only one God, and that He is eternally existent in Three Persons: Father, Son, and Holy Spirit.

God the Father – God the Father is the Creator and sustainer of all things, who created the universe in love to respond to Himself. He created man in His own image for

BYLAWS OF OUR CHURCH

fellowship, and calls man back to Himself through Christ after the rebellion and fall of man. (Genesis 1:26)

The Son – Jesus Christ is eternally God. He was together with the Father and the Holy Spirit from the beginning, and through Him all things were made. For man's redemption He left heaven and became incarnate by the Holy Spirit, of the Virgin Mary and henceforth He is forever one Christ with two natures, God and Man, in one Person. (John 1:1)

The Holy Spirit – The Holy Spirit is God, the Lord and giver of life, who was active in the Old Testament, and given to the Church in fullness at Pentecost. He empowers the saints for service and witness. He imparts the life of Christ to the believer through the new birth experience and works to conform the believer to the image of Christ. The baptism in the Holy Spirit, subsequent to conversion, releases the fullness of the Spirit in the life of the believer and is evidenced by tongues, joy, praise and other inward and outward manifestations. (John 14:16,17)

1.2 The Scripture

We believe that the Bible Scripture comprised of the Old and New Testaments is alone the only infallible, Holy Spirit inspired Word of God and that its authority is ultimate, final and eternal. It cannot be added to, subtracted from, or superseded in any regard. The Bible is the source of all doctrine, instruction, correction and reproof. It contains all that is needed for guidance in godliness and practical Christian conduct. Only through the revelation and operation of the Holy Spirit does the Word of God become alive and effective in our lives. The Bible is the standard for our relational and experiential knowledge of God. Any personal ministry or prophecy must be in accord with Scripture, or if not, be considered false and rejected.

Literal word for word translations of Hebrew and Greek and the most reliable manuscripts gives us the most reliable translations in use today. Biblical scholarship therefore holds translations such as the King James, New King James, New American Standard and the English Standard Version as the most reliable for authoritative use for doctrine. While the aforementioned list of versions is not an exhaustive list of reliability or value, some other versions written with a cultural agenda are not accepted. (2 Timothy 3:16, Isaiah 55:11, Matthew 24:35, Joshua 1:8, Psalm 12:6)

1.3 The Atonement

Christ's vicarious death on the cross paid the penalty for the sins of the whole world, and inaugurated the New Covenant in His blood, for those who receive Christ as their Lord and Savior. His atoning sacrifice makes available healing of the body, soul and spirit, when appropriated by His saints. (Hebrews 9:12, 1 Peter 3:18, Isaiah 53:5, 1 Peter 2:24, Revelation 5:9)

BYLAWS OF OUR CHURCH

1.4 Salvation

The Bible declares clearly that salvation is a free gift of God appropriated only through faith, based completely on the accomplished and finished work of Christ's death and His resurrection. Salvation occurs when a person confesses and accepts Christ as Lord and Savior, resulting in being born again. The new birth is described as being united with Christ in His death and resurrection, so that we pass from death to life, and our identity changes from the old man to a new creation in Christ. The results of salvation include justification, reconciliation, regeneration, righteousness, and sanctification.

The new life in Christ also includes the privileges of adoption and inheritance as sons of God and as citizens in His Kingdom. Salvation is an act of free will in response to God's personal love for mankind. It is predestined only in the sense that God, through His omniscience, foreknew those who would choose Him. (Mark 16:15-16, Acts 2:38, Romans 10:8-10, Ephesians 2:8-9, 1 John 2:2)

1.5 The Christian Life

Through the experience of salvation, our old life, inherited from Adam, is crucified with Christ and we are born again as new creations into the risen life of Christ, the second man. As new creations, we are born into the Kingdom of God as infants and we live our lives becoming progressively more mature in our faith as we yield to the guidance and power of the Holy Spirit. This maturity is an experiential process of having our minds renewed by the truth that is revealed to us by the Holy Spirit. As we become progressively more mature in Christ, our behavior will more and more reflect His life in us and His purposes for us. A vital part of this process is living life in the community of believers that make up the Church and allowing ourselves to be built up by our relationships with other believers.

The Christian life, while joyful and fulfilling, still includes trials, tests and warfare against a spiritual enemy who takes advantage of our flesh to lure us into sinful behavior and independence from God. Victory over these trials, tests and attacks is provided to us through our faith in Christ's finished work on the cross that redeems us from the power of the enemy. (Romans 12:12, Ephesians 4:14-16, Galatians 5:16-26, Philippians 2:12-13)

1.6 The Church

The goal of the Church is to make disciples of all nations and to present the saints complete in Christ. The church is governed by the office of Elder as mentioned in scripture. It is essential to the life of the Church that scriptural patterns of discipline be practiced and that oversight for Church discipline, individual and corporate, be exercised by the leadership of the Church. (Matthew 16:18, Acts 20:28, Romans 12:4-5, Hebrews 13:17)

BYLAWS OF OUR CHURCH

1.7 Water Baptism and Communion

The Bible establishes in the Church two perpetual commandments of the Lord Jesus Christ. The first, water baptism, is the outward sign of what God has already done in the individual's life and is a testimony to all that the person belongs now to Jesus. It is an identification with Jesus and is effected in the name of the Father, the Son, and the Holy Spirit.

Communion is a commemoration of the death of the Lord and is done in remembrance of Him until He comes again and is a sign of our participation in Him. Both institutions are reserved for believers. (Acts 2:38, Mark 16:16, Matthew 28:19, Colossians 2:12-13, Luke 22:19-20, 1 Corinthians 15:23-26) **[Cultivate Church Nashville]** will observe 'open communion' meaning that someone does not have to be a member of the church to participate, however, they do have to profess faith in Jesus Christ as Lord and Savior.

1.8 Eschatology

We believe in the bodily, personal, second coming of the Lord Jesus Christ, the resurrection of the Saints, the Millennium, and the final judgment. The final judgment will ultimately reveal the eternal status of both the saints and the unbelievers, determined by their relationship to Jesus Christ. We affirm with the Bible the final state of the New Heavens and New Earth. (John 14:3, 1 Thessalonians 4:13-18, Matthew 25:31-34, Hebrews 9:28)

1.9 Biblical Marriage

We believe the term "marriage", has only one meaning and that is marriage sanctioned by God which is the joining together of one man and one woman in a single, exclusive covenant as defined in the Bible ("Biblical Marriage"). We believe that because God our Creator established marriage as a sacred institution between one man and one woman, the idea that marriage is a covenant only between one man and one woman has been the Biblical definition of marriage for all of human history. We believe Biblical Marriage is the only definition of marriage God recognizes or accepts. (Genesis 2:22- 24, Matthew 19:4-6, 1 Timothy 3:12, Ephesians 5:22-28)

1.10 Gender

We believe that God wonderfully and immutably creates each person as male or female. These two distinct, complementary genders together reflect the image and nature of God. Rejection of one's biological sex is a rejection of the image of God within that person. (Genesis 1:26-27, Psalm 139:13-16)

BYLAWS OF OUR CHURCH

1.11 Statement of Faith Policy

The Statement of Faith of the Church details the beliefs and Biblical foundations upon which the Church operates. Therefore, no elder, officer, employee, servant, agent, or any person, corporation, organization, or entity under the direction or control of the Church may commit any act or omission, or make any decision whatsoever, that would be inconsistent with, or that could be perceived by any person to be inconsistent with, full support of this Statement of Faith.

This Church's Statement of Faith Policy specifically prohibits the use of any property (whether real, personal, or intangible), owned by or subject to the direction or control of the Church, in any manner that would be or could be perceived by any person to be inconsistent with this Statement of Faith, including but not limited to permitting any church facilities to be used by any person, organization, corporation, or group that would or might use such facilities to convey, intentionally or by implication, what could be perceived as a favorable impression about any belief that is inconsistent with this Statement of Faith.

We believe this Church's Statement of Faith Policy is based upon God's will for human life as conveyed to us through the Scriptures, upon which the Church has been founded and anchored.

Therefore, this Policy may be amended only by the unanimous vote of the Board of Elders. To be sure, this Policy is not subject to change through popular vote; referendum; prevailing opinion of members or the general public; influence of or interpretation by any government authority, agency, or official action; or legal developments on the local, state, or federal level.

2. Membership

2.1 Eligibility

Any person who believes in and has accepted the Lord Jesus Christ as their personal Savior, who is endeavoring to follow Him in their daily life, who supports the church and its ministries financially, and who subscribes substantially to the **Statement of Faith** of the Church shall be eligible for membership. (Romans 5:12-17, Philippians 3:9, Ephesians 4:11-16, 1 Corinthians 12:12-14, 1 Peter 5:1-5)

2.2 Requirements for Membership Recognition

- (1) A personal commitment to the Lordship of Jesus Christ in their life.
- (2) Substantial agreement with the **Statement of Faith** of the Church.

BYLAWS OF OUR CHURCH

- (3) Submission to the decisions, vision, and direction established by the Board of Elders of the Church.
- (4) A commitment to work out problems or disagreement through communication and love.
- (5) Acceptance and support of the decisions of the Board of Elders on issues of disagreement that are not sin or violations of the law.
- (6) Completion of a New Member Orientation class.
- (7) Financially supportive of the church and its ministries.
- (8) Spiritually supportive of the vision and ministries of the Church.
- (9) Regular participation in the activities of the church including, but not limited to, weekend services, small groups, or events.

2.3 Application

Admission to membership in the Church shall be initiated by the person desiring membership. Application for membership shall be made on the forms provided by the church.

2.4 Review of Membership

Periodic review of the member rolls shall be done by the church staff to maintain current records. Members who no longer meet the requirements for membership as outlined in these bylaws will be removed from the member roles.

2.5 Termination of Membership

Termination of membership shall be accomplished in one of the following ways:

- (1) By the member's request.
- (2) By transfer of membership to another church.
- (3) By determination of the Board of Elders, or their representative, for good and sufficient cause.
- (4) By failure to continue to meet the requirements for Membership
- (5) By death.

BYLAWS OF OUR CHURCH

3. Governance

3.1 Corporate Officers

(A) President

The President of the corporation shall be the Senior Pastor of the Church and shall remain President while holding the position of Senior Pastor. In the absence of the President, the Vice- President may represent the corporation as the acting President.

(B) Vice-President

The Vice-President of the corporation shall be an elder who has been nominated by the President and approved by a two-thirds majority vote of the Board of Elders.

(C) Secretary / Treasurer

The Secretary / Treasurer of the corporation shall be an elder who has been nominated by the President and approved by a two-thirds majority vote of the Board of Elders.

3.2 Board of Elders

The Board of Elders shall oversee the vision and direction of the Church through the Senior Pastor and his management of the staff. The term “Board of Elders” shall mean Board of Directors as required by the Code.

(A) Qualification

Members of the Board of Elders shall be men who meet the scriptural qualifications outlined in I Timothy 3 and Titus 1. They shall have been members of the Church for a time determined by the Board of Elders to be sufficient to know and understand the church vision and to be known within the church leadership.

(B) Selection

Candidates for the Board of Elders shall be recommended by members of the existing Board of Elders. Individual elders shall be selected by a unanimous vote of the Board of Elders at a regular meeting.

(C) Number and Composition

The number of members comprising the Board of Elders shall be determined at the discretion of the existing Board of Elders, but in no event shall the Board of Elders be less than three (3) members. The Board of Elders shall be made up of both staff and

BYLAWS OF OUR CHURCH

non-staff elders without consideration to the balance of numbers between the two groups.

(D) Term of Office

Elders may serve for as long as they are active in fulfilling their elder responsibilities and as long as they continue to fulfill the qualifications for an elder.

(E) Elder Leave of Absence

From time to time, it may be necessary for an elder to lay down his responsibilities. During such periods, the elder is temporarily removed from the board and not counted for the purpose of establishing the quorum.

(1) Voluntary Leave of Absence: An elder may request a Leave of Absence by submitting his request to the Chairman of the Board in writing including both the reason and the requested timeframe which shall not be less than 90 days and not more than 12 months. The request shall be approved by the Board of Elders prior to taking effect.

(2) Involuntary Leave of Absence: The Chairman of the Board may recommend to the Board of Elders (absent the effected elder) that an elder be placed on Involuntary Leave of Absence. The reasons for such a leave are vast and unique to each circumstance, but generally involve situations where the elder needs to spend focused attention on his family, personal life, or spiritual life. Such situations, left unattended, could impair the elder's ability to fill his oversight duties effectively and could lead to disqualification as an elder if not properly and promptly addressed. Involuntary Leaves of Absence shall be initiated by the approval of the Board of Elders and shall be for a minimum of 90 days and not more than 12 months.

(3) Staff Sabbatical Leave of Absence: A staff elder taking a scheduled sabbatical shall automatically take a Sabbatical Leave of Absence from the Board of Elders for the duration of his sabbatical period not to exceed 12 months.

(F) Nature and Function of Ministry

The ministry of the office of elder shall include, but not be limited to, the following: ability and authority to discharge all ecclesiastical and sacerdotal functions pertaining to the Church. Included in such functions are baptizing, officiating in marriage ceremonies, conducting funerals, administration of the Lord's Supper, counseling, preaching and teaching, and conducting the church services and ministries. Elders provide the spiritual and governmental covering for the members of the Church.

(G) Governance

BYLAWS OF OUR CHURCH

The Board of Elders shall be charged with the governing of and shall have full authority over the corporate functions of the Church. The Board of Elders shall:

- (1) Appoint, remove, and replace Corporate Officers in accordance with these bylaws.
- (2) Appoint, remove, and replace Officers of the Board of Elders in accordance with these bylaws.
- (3) Review, ratify, and support the vision of the Church.
- (4) Appoint, remove or replace the Senior Pastor and Chairman of the Board of Elders when necessary due to resignation, death, disqualifying conduct, or failure to fulfill their respective roles as determined by the Board of Elders.
- (5) Administrate the funds of the Church through approval of the annual church budget.
- (6) Appoint independent auditors to audit the books, records, and accounts of the Church on an annual basis.
- (7) Periodically review and update the bylaws of the Church.
- (8) Oversee board membership for **[Cultivate Church Nashville]** integrated auxiliaries. (*school, academy, etc.*)
- (9) Resolve issues relating to the operation of the Church. In the event the Board of Elders is unable to resolve an issue of such a critical nature that it negatively impedes the functional operation or governance of the church, such issue shall be referred to the Church Apostolic Board (or covering church Network) for resolution.
- (10) Appoint and remove all **[Cultivate Church Nashville]** Corporate Officers.
- (11) Appoint and remove members of **[Cultivate Church Nashville]** Boards of Directors.

(H) Ordination & Licensing

The Board of Elders recognizes individuals who are qualified to minister and to discharge all ecclesiastical and sacerdotal functions including, but not be limited to, the following: baptizing, officiating in marriage ceremonies, conducting funerals, administration of the Lord's Supper, counseling, preaching and teaching, and conducting church services and ministries. The Board of Elders shall Ordain and

BYLAWS OF OUR CHURCH

License individuals who have been recognized and accepted into ministry service in the following areas:

- (1) Men selected to serve as elders on the Board of Elders of the Church shall be Ordained.
- (2) Men selected to serve as ministering elders at campus congregations shall be Ordained.
- (3) Individuals selected to serve as Pastors and Ministers of the Church shall be Licensed.
- (4) Individuals selected to serve the greater body of Christ as trans- local Pastors and Ministers shall be Licensed.

Ordination and Licensing of individuals may be revoked for (a) disqualifying conduct, (b) failure to perform at a leadership level expected, (c) failure to perform duties, and (d) lack of submission to the leadership of the Church. A two-thirds majority vote of the Board of Elders will determine if grounds for removal exist.

(i) Officers of the Board of Elders

Officers of the Board of Elders shall be Chairman, Vice-Chairman, and Secretary.

- (1) The Senior Pastor of the Church shall be the Chairman of the Board of Elders. In the absence of the Chairman, the Vice- Chairman may represent the Board of Elders as the acting Chairman.
- (2) The Vice-Chairman of the Board of Elders shall be an elder nominated by the Chairman of the Board of Elders and approved by a two-thirds majority vote of the Board of Elders.
- (3) The Secretary of the Board of Elders shall be an elder who has been nominated by the Chairman of the Board of Elders and approved by a two-thirds majority vote of the Board of Elders.

(j) Duties of the Chairman, Vice- Chairman, and Secretary

The Chairman shall chair Board of Elders meetings, prepare the agenda for Board of Elders meetings, and serve as liaison between the Board of Elders and the congregation. The vice-chairman shall perform duties of the chairman in his absence. The secretary shall record the decisions of the Board of Elders in the minutes of all Board of Elders meetings.

(K) Removal of an Elder from the Board of Elders

BYLAWS OF OUR CHURCH

An elder shall be removed from the Board of Elders as a result of one of the following conditions:

- (1) Termination of membership at the Church.
- (2) Termination of employment at the Church.
- (3) Resignation (for personal reasons) in writing.
- (4) For engaging in biblically disqualifying conduct, or failure to perform at a leadership level expected of an elder.
- (5) By death.

(L) Process for Removal of an Elder from the Board of Elders

A vote of the existing members of the Board of Elders by two-thirds majority will determine issues of removal. If requested by the elder being removed, and upon consent of the Board of Elders, the elder being removed may have the right to appear before the Board of Elders and be heard on the issues serving as the basis for his removal. A two-thirds majority vote of the Board of Elders present will determine if grounds for removal exist. The elder in question will not be allowed to vote.

(M) Selection of Officers of the Board of Elders

The Chairman of the Board of Elders shall nominate an individual for the offices of Vice-Chairman and Secretary. They shall be appointed by a two-thirds majority vote of the Board of Elders.

(N) Selection of Senior Pastor

In the event the position of Senior Pastor is vacated, the Board of Elders shall appoint a nomination committee comprising of no less than 5 elders who shall select a candidate. The name of the candidate shall be presented to the Board of Elders. By a two-thirds majority vote of the Board of Elders, the candidate shall be made Senior Pastor.

(O) Regular Meetings

Regular meetings of the Board of Elders may be held at least annually with at least one day's notice at such time and place as will from time to time be determined by the Board of Elders.

(P) Special Meetings

BYLAWS OF OUR CHURCH

Special meetings of the Board of Elders may be called by (1) the Chairman or Vice Chairman, for any purpose and on one day's notice to each Elder, either personally, by email or by text, or (2) any two Elders, for purposes of discussing the removal of the Senior Pastor or for purposes of submitting an issue to the Church Apostolic Board, on one day's notice to each Elder, either personally, by email, or by text. Except as otherwise expressly provided by statute, the Church's certificate of incorporation, or these Bylaws, neither the business to be transacted at, nor the purpose of, any special meeting need be specified in a notice or waiver of notice.

(Q) Action Without Meeting

The Elders may take action without a meeting, without prior notice, and without a vote. They may do so, however, only if Elders possessing enough votes to take action (even if a meeting had been held and all Elders entitled were present and voted at the meeting) sign a written consent or consents that specify the action so taken. The signed consent, or a signed copy, will be placed in the Church's record book.

(R) Polling

The elders or an elder sub-group may be polled for decisions when it is unfeasible to hold a meeting for conducting business. Polling shall be by telephone or electronic means, with a good faith attempt made to contact every elder, or member of the subcommittee. A quorum of two-thirds is required. Only the Chairman of the Board of Elders or his designee may authorize the polling. Official action will require the unanimous vote of those elders who respond within 24 hours.

(S) Subcommittees

The Board of Elders may create sub- groups to conduct administrative oversight and perform elder business as the Board of Elders deems necessary. The subcommittee will have a designated purpose and a defined scope of authority. The individuals comprising the group and the method of appointing the group members will be defined when the group is established.

The group will be created by a two- thirds majority vote of the Board of Elders at a regularly scheduled meeting or special called meeting for the purpose of establishing the subcommittee. The subcommittee will serve as long as the reason for its establishment continues to exist or until dissolved by a two-thirds majority vote of the Board of Elders.

(T) Quorum

BYLAWS OF OUR CHURCH

A two-thirds majority of the Board of Elders shall constitute a quorum for the conduct of business.

(U) Voting

Official action of the Board will be taken by unanimous vote of those present unless otherwise specified within these bylaws.

3.3 Church Apostolic Board

The Chairman of the Board of Elders shall nominate candidates for the Church Apostolic Board. Individual Apostolic Board members shall be appointed by a unanimous vote of the Board of Elders at a regular meeting. The Apostolic Board shall be comprised of at least three (3) members.

The determination of whether an issue shall be referred to the Church Apostolic Board shall be by a simple majority vote of the Board of Elders of the Church present at a meeting.

The resolution of the issue shall be determined by the Church Apostolic Board by a majority vote and shall be binding upon the Board of Elders of the Church.

3.4 Office of the Senior Pastor

(A) Singular Headship

The Senior Pastor has the responsibility and full authority from the Board of Elders to execute the vision and values of the Church, and he shall be the singular leader of the organization.

(B) Staff

Through the approval of the budget and/or budget amendments, the Board of Elders delegates the authority to the Senior Pastor to create, eliminate, and modify staff positions required to perform the work of the church.

(C) Responsibility and Assignment

The Senior Pastor and his staff shall designate the areas of responsibility of each staff person. They shall assign job descriptions to each staff person and shall set the salary of each person within the salary guidelines established by the Board of Elders or the oversight group established by the elders for that purpose.

The Senior Pastor is responsible to direct and lead all activities and ministries of **[Cultivate Church Nashville]** in accordance with the provisions of these bylaws. The

BYLAWS OF OUR CHURCH

Senior Pastor and his delegates have the authority to organize the staff, terminate employees, and fill vacant positions within the budget.

(D) Removal of Senior Pastor.

The Senior Pastor may be removed by the elders in accordance with these bylaws.

3.5 Amendment of Bylaws

The bylaws of the Church may be amended by two-thirds majority vote of the Board of Elders.

4. Finance and Property

4.1 Borrowing

The corporation may borrow money and/or mortgage property only upon approval of the Board of Elders with the exception of Short-Term Borrowing. Two officers of the corporation shall execute all documents in this regard.

4.2 Short-Term Borrowing

Two officers of the corporation may borrow funds for a period of less than one year with the cumulative amount not to exceed 1% of the total annual budgeted expenditures for the current year.

4.3 Property

The acquisition and disposition of substantial amounts of real property and assets by the organization of the Church shall require a unanimous vote of the Board of Elders.

4.4 Annual Audit

An annual Church audit will be conducted by an independent auditing firm approved by the Board of Elders or a committee thereof.

4.5 Annual Report

A copy of the annual Audited Report will be made available to the Board of Elders and to members of the congregation.

4.6 Church Year

The fiscal year begins January 1 and ends December 31 of the same year.

BYLAWS OF OUR CHURCH

5. Autonomy

The Church is autonomous and maintains the right to govern its own affairs, independent of any denominational control. Recognizing, however, the benefits of cooperation with other churches in the world, this Church may voluntarily affiliate with any churches of like faith.

6. Ethics Concern Reporting Policy

The Church requires all of its Elders, Officers, employees and volunteers to observe the high standard of biblical ethics in the conduct of their duties and responsibilities.

Therefore, if an Elder, Officer, employee, volunteer or member of the Church reasonably believes that the Church, by and through its Elders, Officers, employees, volunteers or members, is in violation of applicable law or regulation, or any policy or procedure, or any other biblical ethic, then that individual shall make a formal complaint with either their supervisor or with a member of the Board of Elders of the Church.

- (1) No Retaliation: No reporting individual who, in good faith, reports a violation shall suffer harassment, retaliation, or adverse employment consequence. An employee or representative of the Church who retaliates against a reporting individual who has reported a violation in good faith is subject to discipline up to, and including, termination of employment and/or dismissal from Church membership.
- (2) Malicious Allegations: The Board of Elders recognizes that intentionally untruthful, malicious, erroneous, or harassing allegations would be damaging to the mission, integrity, and moral of the Church or the reputation of the accused individual. The safeguards stated in this policy do not apply to individuals who make such complaints. Such allegations may result in disciplinary action, including but not limited to termination of employment and/or dismissal from Church membership.