



Grace Connection of Tampa Bay, Incorporated

Bylaws



ARTICLE I

Location of Offices

The name of this Corporation is Grace Connection of Tampa Bay, Inc. It is a Florida nonprofit Religious Corporation with its principal location at 635 64th Street So., St. Petersburg, Florida 33707. The mailing address is: P.O. Box 41734, St. Petersburg, FL 33743.

ARTICLE II

Purpose

Mission Statement: *Grace Connection exists to equip its believers to carry the message of Jesus Christ into their world.*

The purpose of the Church shall be to carry forward the orthodox, historic, Biblical, Christian faith as one ministry in accordance with the Statement of Faith, incorporated as part of these Bylaws herein, and in accordance with the policies and guidelines of the Board of Elders (the "Board").

Further, it is the express purpose of this church to Minister the Word of God to the faithful; conduct regular religious worship services through various forms of ministries; promote and encourage through the ministries of the organization in cooperation with other organizations ministering God's Word; spread the Word of the Gospel by ministering to the faithful through seminars, broadcast media, literature, and other forms of media; to maintain a local church vision as well as an international church vision through missionary outreach, and coordination with other organizations, to spread through all possible mediums and means, clear teaching on the Gospel of God's grace as well as clear teaching on the local church and its role in a Christian's life; to conduct schools for the training of students of all age groups, as well as ministers of the Gospel of Jesus Christ; to license and ordain qualified individuals for service in the ministry; and any and all other such things and activities that may serve to promote the Gospel of Jesus Christ under the direction of the Holy Spirit and in accordance with the provisions as set forth in the Holy Bible.

Goals and Objectives:

1. To seek out the lost and win them to Jesus Christ as their Lord and Savior according to the Gospel of the Holy bible.
2. To provide comprehensive training of the Bible, each and all doctrines found therein, and a working application of such in Christian personal life experiences.
3. To provide an opportunity for each person to engage in a world-wide vision of going into the entire world for the Gospel of Jesus Christ.
4. To prepare, teach and train students with the highest degree of Biblical competence possible.
5. To foster Christian culture in terms of refinement, appreciation, social attitudes and skills and to develop a compassionate response to social needs in attitude and actions.



6. To support, promote and co-labor with both domestic and foreign missionaries and missionary outreach organizations such as International Association of Grace Ministries (IAGM) as well as missionaries supported by the Southern Baptist Convention (SBC), for the purpose of reaching the lost and those who have never understood the Grace of God. Grace Connection of Tampa Bay acknowledges our vital union with both of these organizations.

ARTICLE III

Statement of Faith

God is the Creator and Ruler of the universe. We believe that God is a trinity. He eternally exists in three persons: The Father, the Son and the Holy Spirit. These three are equal and yet one God. Genesis 1:1, 26, 27; Matthew 28:19; II Cor. 13:14

ABOUT JESUS CHRIST: Jesus Christ is the Son of God and co-equal with the Father and Holy Spirit. He was born of a virgin to reveal God to man and as a man lived a sinless life. Jesus offered Himself a perfect sacrifice for the sins of all humanity by dying and spilling His blood on the Cross. He rose bodily after three days to demonstrate His power over sin and death and then ascended to heaven to sit down at the throne of majesty and glory. He will return one day to the earth to reign as King of Kings and Lord of Lords. John 1:1-5, 14; Matthew 1:23; Acts 1:9-11; I Cor. 15:3, 4; Heb 4:14, 15; Hebrews 1:2, 3; I Tim. 6:14, 15.

ABOUT THE HOLY SPIRIT: The Holy Spirit is co-equal with the Father and Son. He is present in the world to bring awareness to mankind of their need for Christ. At the moment an individual believes in Jesus as Savior, the Holy Spirit brings about a new birth. He gives gifts and abilities to believers in Christ for service. He provides everything we need for spiritual living and gives power over sin. He guides a person in the truth that Jesus taught in His Word because He is the author of the Word of God. Acts 5:3, 4; John 16:7-1, 3; Titus 3:5, I Cor. 12

ABOUT THE BIBLE: It is God's Word to man. It was written by human authors under supernatural guidance of the Holy Spirit. It contains no mistakes and is incapable of error. It is the supreme source of truth and the final authority for Christian beliefs and living. II Tim. 3:16; II Peter 1:20, 21; Psalm 119:105; Prov. 30:5

ABOUT MANKIND: People are the crown jewel of God's creation; we are all made in the spiritual image of God. Man was created to have intimate relation with God but because of disobedience that relationship was severed. Sin has separated man from God and man is in need of salvation. Gen. 1:27; Psalm 8:3-6; Romans 3:23

ABOUT SALVATION: Salvation, {restoration to relationship with God and life forever in heaven}, is a free gift of God's unconditional love called grace. This gift is given to the person who freely and willingly accepts the Gospel of Jesus Christ. Man can never be good enough to make up for



sin or work hard enough to deserve forgiveness. Trusting in the person and Work of Jesus Christ is the only way to heaven. Eternal Life begins the moment we believe in Christ. Our salvation is secure because it is a gift not a reward. It cannot be lost, forfeited or returned for any and all reasons. Romans 6:23; Ephesians 2:8, 9; John 14:6; John 1:12

ABOUT THE CHURCH and CHRISTIAN LIFE: We believe the Church is the Body of Christ and that Jesus is the head of the Body (church). The members are those who have trusted by faith in the completed work of Christ on the Cross. The purpose of the church is to glorify God by loving Him and making Him known to a lost world. We believe that every Christian should live for Christ and not himself. By obedience to God's Word, daily yielding to the Holy Spirit and fellowship with other believers, every Christian should mature and be conformed to the image of Christ. Ephesians 1:22-23; 2:20-22; I Cor. 12; Acts 1:8; II Peter 1:4; Romans 8:29

ABOUT ETERNITY: We were all created to live forever. Man will either exist eternally with God or separated from Him. Heaven is the place where the believer in Christ will spend eternity, and Hell is the place where the unbeliever will spend eternal separation. John 3:16; Rev. 20:15; Romans 6:23b (Heaven); Matt. 25:41; Romans 6:23a (Hell)

BIBLICAL AUTHORITY: We believe God has spoken to us through His written Word. Therefore, the Bible is our ultimate and final authority.

INTIMACY WITH GOD: We believe God desires an intimate relationship with every believer. Through prayer, meditation, worship, and Bible study, we can pursue and achieve intimacy with the Father.

RELATIONAL EVANGELISM: We believe that all believers have the responsibility of carrying out the great commission in their sphere of influence. While we believe relational evangelism is the most effective, we also understand that evangelism can be carried out in a variety of venues and styles.

CONNECTION GROUPS: We believe accountability, care, and a sense of belonging are critical to balance and progress in our spiritual journey. These three things are best achieved within the context of small and mid-sized groups of like-minded, relationally-connected believers.

CHURCH LIFE: We believe that the local church is a family where genuine friendship and community take place. It is a safe place of acceptance and unconditional love that exercises support, comfort, compassion, grace and mercy.

STRATEGIC SERVICE: As gifted members of the body of Christ, each believer is responsible for exercising his or her gifts in tandem with other members of the body. It is not enough to exercise spiritual gifts. Maximum impact occurs when there is a coordinated, strategic exercise of gifts in the body.



INTENTIONAL MENTORING: We believe that every believer is responsible for passing along to others the knowledge, skills, and opportunities for service that God, through others, entrusted to them.

ARTICLE IV

Church Government

1. This Church's operations shall be managed by a Board of Directors/Trustees and a Board of Elders, which shall have distinct functions and full authority and management responsibilities of the affairs of this Church.
2. The Elder Board is to assist the Chief Elder/Senior Pastor in the oversight of and care for each of the members. The Board is also responsible to lead the church in matters of direction, doctrine and the discipline of members. The Board is responsible to oversee and evaluate the direction of all ministries and stewardship of the church. The Board may establish committees or other boards to assist them in these duties, as they deem necessary.
3. A congregational vote will be required to sell or buy property or borrow money. The congregation may, by majority vote, at a church meeting, bring any decision of the Elders to the floor for congregational review. Any one-time material expenditure exceeding \$25,000.00 must be approved by a congregational vote. Church business meetings will be held on an as-needed basis.
4. The Board of Directors/Trustees is to provide operational oversight while the Board of Elders is intended to provide spiritual oversight and direction. Both Boards have assigned authority and management of the Church, and shall be to establish policy and directives, determine budget limitations, review all fiscal policies and financial matters, approve contractual obligations, review and approve the activities and programs and projects of the Church, and to generally provide leadership and guidance in keeping with the purposes, goals and objectives as set forth herein.
5. An Executive Committee is established to manage issues pertaining to personnel and compensation, but may also be delegated additional functions as needed. This Committee reports to the Board of Elders. The Executive Committee membership will consist of those outside of the Board of Elders.

Board of Directors/Trustees

1. The Board of Directors/Trustees shall meet as often as is convenient and expedient to carry forward the business of the Church in accordance with the policies of the Board, the purposes



of the Church, and within the bounds of good reason to act on behalf of the expression of the full Board.

2. All actions of the Board of Directors/Trustees with respect to actions taken on behalf of the Board of Elders shall be presented in summary form to the members of the Board for ratification at the next scheduled meeting. The President of the Board of Directors/Trustees is recognized by the State of Florida as the President of the Corporation (Grace Connection of Tampa Bay, Incorporated). The President (who may be the Chief Elder/Senior Pastor or appointee by the Board of Elders) shall also promptly notify the Board of Elders of the Church of any and all such actions taken by the Board of Directors and shall be responsible for informing the Board of Elders.

ARTICLE V

Deacons

1. The Deacons shall consist of competent, mature persons who are born-again Christians walking in the Spirit and God's Love. They shall accept the Bible as the infallible Word of God, inspired by God through man and shall exhibit and maintain the qualifications as stated in I Timothy 2:8-13.
2. The Deacons shall be nominated by the Church and appointed by the Chief Elder/Senior Pastor with the concurrence of the Board and shall serve to coordinate the activities of the Deacons, the needs to be handled by the Deacons, and shall, further, call regularly scheduled meetings of the Deacons for the purpose of fellowship, information, leadership and direction as to the dissemination of duties and responsibilities.

Advisory Board

1. The Advisory Board will be made up of no less than four (4) and no more than seven (7) members. The Advisory Board will consist of fellow pastors and church leaders who have a staked interest of mutual love and respect with Grace Connection of Tampa Bay. This Board is a recommending Board only. The Advisory Board will be responsible for, but not limited to:
 - a. The Advisory Board must be requested by the Board of Elders or the Executive Board.
 - b. Review of staff and church policy and make recommendations accordingly.
 - c. Review employee compensation and make recommendations accordingly in concurrence with the Executive Board.
 - d. Intervene as an outside third party with any issues that the Board of Directors/Trustees and Board of Elders cannot come to a satisfactory conclusion.
 - e. Be a resource to help Grace Connection of Tampa Bay stay current with common church practices and policies.

Board of Directors/Trustees – Officers:



President – The President shall preside at all meetings of the Board of Directors/Trustees at which he is in attendance, shall have the right to vote on all questions before the Board, shall appoint all members to all committees unless otherwise designated, shall perform all acts and execute all documents necessary to effect the policies and directives of the Board, shall serve as President of the Corporation, and shall maintain close liaison with the Board of Elders relating to the affairs of the Church.

Secretary – The Secretary shall be responsible for keeping of the seal of the Church, if any, and shall attest to and affix said seal to such documents as may be required in the business of the Church as Secretary of the Corporation. He/she shall cause proper notice to be made to all Elders and or Corporate Officers of all meetings and each of its committees, and shall cause appropriate minutes and records to be maintained for all official meetings of the Church.

Treasurer – The Treasurer shall be the Chief Financial Officer of the Church and the Corporation. He/she shall see that full and accurate accounts are maintained on all financial affairs of the Church and report regularly to the Board of Directors/Trustees and the Board of Elders of the Church on the financial conditions of the Church. The Treasurer shall ascertain that all funds are disbursed appropriately and within the confines of the budgetary limitations established by the Board and report any adjustments, errors, or deviations from such authority. He/she shall serve as Chairman of the Finance Committee.

Board members – Nominated Appointed positions

Board of Elders

1. The Board of Elders shall exercise overall spiritual growth and leadership of the Church, including any and all ministries directly or indirectly associated with the Church.
2. They shall be responsible for the appointment of specific leaders of the Church, shall review all activities and programs of the Church to ensure that all is done to the glory of our Lord and Savior in the harmony of the Holy bible and at the direction of the Holy Spirit.
3. The Board of Elders shall consist of an unbalanced number of Members to allow for voting resolution. New Members shall be nominated by the Chief Elder/Senior Pastor. Membership approval is voted on by the entire Board of Elders with final approval by Chief Elder/Senior Pastor required for ratification.
4. A person shall be eligible for appointment to the Board of Elders if he is at least twenty-one years of age.
5. The Board of Elders shall meet as often as necessary in order to fulfill their duties and responsibilities. A Simple Majority of those present and voting, as long as members present constitute a quorum, is required for any and all business to come before the Board of Elders. An Elder may be polled and/or may cast votes on all issues before the Board of Elders by proxy, or by telephone, e-mail or by any other method deemed appropriate by the Board of Elders.



6. Each Member of the Board of Elders shall serve unless removed by the Board of Elders by a Majority vote of the Members for any reason including the following:
 - a. The inability to perform their duties and responsibilities due to illness, absence or other action which may impair their capacity to serve; or,
 - b. Their demonstrated or announced departure from the purposes, goals, objectives or Statement of Faith as stated herein.
7. A majority vote will be defined as fifty percent (50%) plus one affirmative votes.
8. The Board of Elders shall be equivalent to the Board of Directors/Trustees for purposes of the laws of the State of Florida.
9. Elders, with the exception of the Chief Elder/Senior Pastor, cannot serve on the Board of Directors/Trustees.

Chief Elder/Senior Pastor – Duties and Responsibilities:

The Chief Elder/Senior Pastor shall be the primary elder of the Church and shall be responsible for the oversight and direction of all church functions, including fulfilling the stated Mission and Purpose of the Church. His primary responsibilities are to shepherd the Church through the study and preaching of the Word of God, through prayer, fellowship and leadership. The Chief Elder/Senior Pastor is expected to function both as pastor and teacher. He shall be responsible to study and teach the Word of God (II Tim 2:15; I Tim 5:17). He will coordinate the Pastoral functions of the Church. He will preach and teach the whole counsel of God, as directed by the Holy Spirit, and without influence or oversight of the other Elders. He will advise (but not dictate) with regard to the goals and planning of the evangelistic and ministerial outreach of the Church. He will direct and facilitate discipleship through the various ministries by encouragement and example. He will advise the deacons. His testimony is to be one that is respectful of the Gospel he proclaims.

Disciplining of the Chief Elder/Senior Pastor. The Board of Elders shall call a special Board of Elders Meeting at any time if a Member has followed the guidelines specified in Matthew 18:15 and I Timothy 5:17-19 (which states that he has gone to the Chief Elder/Senior Pastor alone, if the problem remains unresolved then he has gone to the Chief Elder/Senior Pastor with two or three eye witnesses of the specific alleged sin, and the Chief Elder/Senior Pastor still refused to repent and perpetuates the sin). The Board of Elders may remove the Chief Elder/Senior Pastor for failure to perform based on specific items listed below, or according to Exhibit i.O. Failure to perform shall be defined as:

- a. Misuse or abuse of the office of Chief Elder/Senior Pastor
- b. Failure to consistently perform the duties required of the Chief Elder/Senior Pastor in the contract at hire.
- c. Financial mismanagement of Grace Connection of Tampa Bay funds
- d. Private habitual sin (e.g. sexual) that is affecting his duties as Chief Elder/Senior Pastor
- e. Public sin that brings shame to the church as a whole
- f. Preaching in opposition to the cardinal doctrines of Grace Connection of Tampa Bay, as defined in the Statement of Faith



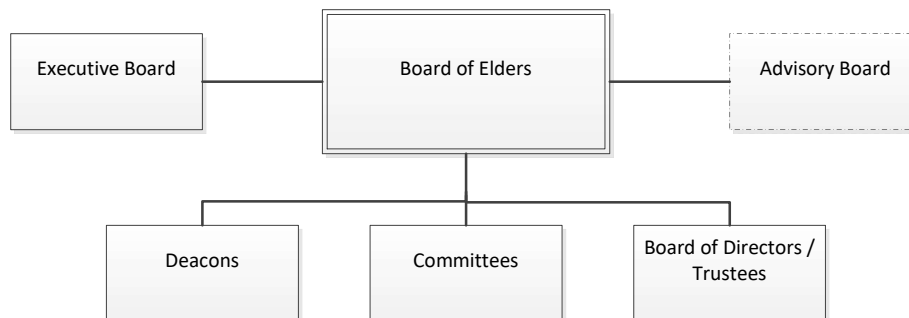
A vote to discipline or remove the Chief Elder/Senior Pastor for failure to perform shall require: 1) A Super Majority vote (75%) of the Members, excluding the Chief Elder/Senior Pastor should he be one of the voting Members; and 2) A Majority vote of the Advisory Board Members.

In the event the Senior Pastor is permanently incapacitated or suddenly dies, a pastoral search committee made up of 5 Elders and 4 Members (appointed by the Elders) will be given 18 months to find a new Senior Pastor. To steer the congregation during this transitional time, an interim pastor will be appointed by the Board of Elders on a yearly basis should such situation occur.

ARTICLE VI

Committees

1. There may be such committees as the Board may, from time to time, establish for the discharge of particular duties and they shall have such powers and authority as the Board may specifically assign.
2. Members of all committees, except as otherwise provided in these By-Laws, shall be appointed by the President of the Board, the Chief Elder/Senior Pastor, or by a Simple Majority of the Board. The President of the Board and Senior Pastor shall be an ex-officio member of any and all committees. Committee members may exercise only those specific powers and authority delegated by the Board.
3. The Board may, at any time, discontinue any committee for such time as may be determined, and the duties of any such committee may be performed by the Board of Elders.
4. The President of the Board, with the consent of the Committee Chairman, may appoint a particular staff person to serve as liaison to assist the committee in carrying out its duties.



ARTICLE VII

Staff Members



1. All staff members shall exhibit and maintain the qualification as stated below:
 - a. Staff members shall show evidence of being dedicated, born-again servants of Christ (including living a godly lifestyle in accordance to the Scriptures to the best of one's ability).
 - b. Staff members shall be of sound mind and body, able to serve in the capacity herein.
 - c. Staff members shall ascertain that they are in full agreement with the purposes and goals of the Church, show active interest in its operations, and maintain faithful attention to their responsibilities.
 - d. Staff members shall freely subscribe to the Statement of Faith, believing without reservation in the infallibility and authority of the Scriptures, the Holy Bible.
2. All staff members shall serve at the pleasure of the Board, and Chief Elder/Senior Pastor, with the exception of those who may be under contractual agreement, and shall function within the confines of the Job Description as approved by the Board, and shall, at all times, exhibit a Christian Spirit and the mind of Christ in all dealings pertaining to their position.
3. Staff positions may include, but are not limited to: Executive Director, Administrator, Comptroller, Missions Director, Outreach Director, Associate Pastor, Minister of Youth, Minister of Music, Business Manager, Audio/Visual Director, Broadcasting Director, Chief Usher, Facilities Manager, and such other departments or positions as the Board of Elders may, from time to time, elect to establish in order to fully pursue the goals, purposes and objectives of the Church.

ARTICLE VIII

Membership

Definition: "Member" in the context of these bylaws is a faithful and consistent attendee of Grace Connection for at least a 12-month period.

1. It shall not be necessary for persons desiring to affiliate, associate, worship or participate in the ordinances therein, to perform any act or function, pay any dues, recite any allegiance, nor submit to any other requirement as a requirement for such association in this Church. No persons seeking to affiliate, associate, worship or participate shall be considered "members" in any form or substance and may each, as God may give lead, come and go, participate or not, in any worship service or other such public activity as the Church may sponsor. Voting rights will be granted after twelve months of faithful attendance at Grace Connection of Tampa Bay.
2. The Church, the Board, nor the members of any Board created herein shall be accountable or responsible for any actions of any persons, individually or congregate, who may, of their own volition, choose to participate, worship, affiliate or associate with the activities of the Church in the principle of fellowship, except for the specific powers and authority which may herein be granted to Officers, Committees, Boards or other specific authority.



3. Grace Connection of Tampa Bay foresees the possibility of establishing a limited membership called a “Conditional Covenant” in the future.

Church Discipline

A) The threefold purpose of such discipline is to glorify God by maintaining purity in the local church (I Corinthians 5:6), to edify believers by deterring sin (I Timothy 5:20), and to promote the spiritual welfare of the offending believer by calling him or her to return to a biblical standard of doctrine and conduct (Galatians 6:1). B) Professing Christians who regularly attend or fellowship with this church who err in doctrine, or who engage in conduct that violates Scripture as determined by church leadership, shall be subject to church discipline, including dismissal according to Matthew 18:15-18. Before such dismissal, however, 1) it shall be the duty of any member of this church who has knowledge of the erring individual’s heresy or misconduct to warn and correct such erring individual in private, seeking his or her repentance and restoration. If the erring individual does not heed this warning, then 2) the warning member shall again go to individuals who shall confirm that the sin has occurred or is continuing to occur, and/or that the erring individual has been appropriately confronted and has refused to repent. The first and second warnings may occur with no specified time interval. If the erring individual still refuses to heed this warning, then 3) it shall be brought to the attention of the leadership. Disputes between individuals or entities will be conducted in accordance with Matthew 18. Upon request, the Chief Elder/Senior Pastor will appoint a minimum of three person(s) to form a mediation quorum (from the Board of Directors/Trustees and Board of Elders) with the intention to resolve the disputed matter. Those in dispute must agree to abide beforehand to abide by the recommendations and findings of the mediation Board.

ARTICLE IX

The Corporate Officers, except as in the Bylaws otherwise provided, may authorize any officer or officers, agent or agents, to enter into contract or execute any instrument in the name of and on behalf of the Corporation. Such authority may be general or confined to specific instances. Unless so authorized by the Corporate Officers, no officer, agent or employee shall have any power or authority to bind the Corporation by any contract or agreement, or to pledge its credit, or to render it liable for any purpose or to any amount. Subject to the provisions of applicable law, any note, mortgage, evidence of indebtedness, contract, conveyance, or other instrument in writing and any assignment or endorsement thereof executed or entered into between this Corporation and any other person, when signed jointly by the Chairman, and the Secretary and the Treasurer of this Corporation shall be valid and binding on this Corporation in the absence of actual knowledge on the part of the other person that the signing officers had no authority to execute the same.



The Chairman or any other officer or officers authorized by the Board are each authorized to vote, represent, and exercise on behalf of the Corporation all rights incident to any and all shares of any other Corporation or corporations standing in the name of the Corporation. The authority herein granted may be exercised either by any such officer in person or by any other person authorized to do so in proxy or power of attorney duly executed by said officer.

Indemnification

Each member of Grace Connection of Tampa Bay Board, committee or commission, and each executive officer of any of such Boards, departments or divisions shall be indemnified against all expenses actually and necessarily incurred by such member or officer in connection with the defense of any action, suit or proceedings to which he has been made a party by reason of his being or having been such member or officer except as to matters as to which such member or officer shall be adjudicated in such action, suit or proceeding to be liable for gross negligence or willful misconduct in the performance of duty.

Amendments

These Bylaws may be amended and new and additional Bylaws may be made from time to time at any time by the Corporate Officers in the exercise of the power granted to said Corporate Officers in these Bylaws.

ARTICLE X

Receipt, Investment, and Disbursement of Funds

Section I

The Corporation shall receive all monies or other properties transferred to it for the purposes for which the Corporation was formed (as shown by the Articles of Incorporation). However, nothing contained herein shall require the Corporate Officers to accept or receive any money or property of any kind if it shall determine in its discretion that receipt of such money or property is contrary to the expressed purposes of the Corporation as shown by said Articles.

Section II

The Corporation shall hold, manage, and disburse any funds or properties received by it from any source in a manner that is consistent with the expressed purposes of this Corporation. This shall include the disbursement for employee care and support, including but not limited to retirement benefits.

Section III

If the Corporation ceases to function in its created purpose, all tangible assets will be placed in a Trust for disbursements that reflect the purpose of the Corporation. At the implementation of the Trust, at least 50% of all assets will be given to a Southern Baptist virtue to be determined by a congregational vote at that time.



Corporate Records and Reports

Section I – Records

The Corporation shall maintain adequate and correct accounts, books, and records of its business and properties. All such books, records, and accounts shall be kept at its principal place of business in the State of Florida, as fixed by the Corporate Officers from time to time.

Section II – Inspection of Books and Records

Every officer or appointed Elder shall have the absolute right at any reasonable time to inspect all books, records, documents of every kind, and the physical properties of the Corporation, and also of its subsidiary organizations, if any.

ARTICLE XII

Stances

We believe that sexuality is a good gift from God. Sexuality (sexual desire and awareness) has biological, emotional, social and spiritual dimensions.

We believe that regardless of origins of sexual desire, we have choices to make in how we will manage or express that sexual desire. Unlike the animal world, we need not be controlled by our biology; we have the capacity and responsibility to choose our responses to our impulses.

We believe that the Bible teaches that either celibacy or a lifelong marriage between one man and one woman is God’s design for humanity. Therefore, it is the policy of Grace Connection of Tampa Bay to not hire for employment anyone practicing a homosexual lifestyle. Grace Connection of Tampa Bay believes that homosexuality, as well as many other lifestyle choices, is described in the Bible as sin.

We believe that Christ offers cleansing from sin and a relationship with Himself to anyone who cries out to Him for mercy. When first turning to Christ, the penitent one may be unaware of the full nature of his/her unrighteousness. As that person trusts Christ and His Word and is open to the teaching of the Christian community and the guidance of the Holy Spirit, the person will grow in Christ-likeness and holiness of life. According to I Corinthians 6:9-11, those who were adulterers and homosexual offenders are among those, *“washed, sanctified and justified in the name of the Lord Jesus Christ and by the Spirit of our God.”*

We believe that the Christian community is called to be a place of refuge, a safe place, where the sinner finds healing relationships of love while learning the ways of God. As a safe place, the church’s stance is that we all stand in need of forgiveness and cleansing, that there is not hierarchy of sins and that we all need the prayers and caring support of one another. Further, to create a safe place, the church must clearly state the Word and will of God and offer support and



pastoral guidance in bringing all aspects of life, including our sexuality, into conformity to the will of God.

We believe that **Baptism** by immersion symbolizes the death, burial, and resurrection of Jesus and is your public declaration that you have accepted Jesus Christ as your personal Savior. Baptism does not save you, but shows the world that you have already been saved. And while baptism is not required for salvation, it is a biblical command and demonstrates your love and obedience to Christ.

Women Pastors. In creation, God made Adam first and then Eve to be his helper. This is the order of creation. It is this order that Paul mentions in I Timothy 2:11-14 when speaking of authority. Being a pastor or an elder is to be in the place of authority. Therefore, within the church, for a woman to be a pastor or elder, she would be in authority of men in the church which contradicts what Paul says in I Timothy 2:11-14.

ARTICLE XIII

Conflict of Interest

Purpose - The purpose of the conflict of interest policy is to protect the tax-exempt organization's (Organization) interest when it is contemplating entering into a transaction or arrangement that might benefit the private interest of an officer or director of the Organization or might result in a possible excess benefit transaction. This policy is intended to supplement but not replace any applicable state and federal laws governing conflict of interest applicable to nonprofit and charitable organizations.

Definitions

Interested Person

Any director, principal officer, or member of a committee with governing board delegated powers, who has a direct or indirect financial interest, as defined below, is an interested person.

Financial Interest

A person has a financial interest if the person has, directly or indirectly, through business, investment or family;

- a) An ownership or investment interest in any entity with which the Organization has a transaction or arrangement,
- b) A compensation arrangement with the Organization or with any entity or individual with which the Organization has a transaction or arrangement, or
- c) A potential ownership or investment interest in, or compensation arrangement with, any entity or individual with which the Organization is negotiating a transaction or arrangement Compensation includes direct and indirect remuneration as well as gifts or favors that are not insubstantial.



A financial interest is not necessarily a conflict of interest. A person who has a financial interest may have a conflict of interest only if the appropriate governing board or committee decides that a conflict of interest exists.

Duty to Disclose

In connection with any actual or possible conflict of interest, an interested person must disclose the existence of the financial interest and be given the opportunity to disclose all material facts to the directors and members of committees with governing board delegated powers considering the proposed transaction or arrangement.

Determining Whether a Conflict of Interest Exists

After disclosure of the financial interest and all material facts, and after any discussion with the interested person, he/she shall leave the governing board or committee meeting while the determination of a conflict of interest is discussed and voted upon. The remaining board or committee members shall decide if a conflict of interest exists.

Procedures for Addressing the Conflict of Interest

- a) An interested person may make a presentation at the governing board or committee meeting, but after the presentation, he/she shall leave the meeting during the discussion of, and the vote on, the transaction or arrangement involving the possible conflict of interest.
- b) The chairperson of the governing board or committee shall, if appropriate, appoint a disinterested person or committee to investigate alternatives to the proposed transaction or arrangement.
- c) After exercising due diligence, the governing board or committee shall determine whether the Organization can obtain with reasonable efforts a more advantageous transaction or arrangement from a person or entity that would not give rise to a conflict of interest.
- d) If a more advantageous transaction or arrangement is not reasonably possible under circumstances not producing a conflict of interest, the governing board or committee shall determine by a majority vote of the disinterested directors whether the transaction or arrangement is in the Organization's best interest, for its own benefit, and whether it is fair and reasonable. In conformity with the above determination it shall make its decision as to whether to enter into the transaction or arrangement.