

BYLAWS FOR True Hope Church

ARTICLE I. NAME

The name of this corporation (hereinafter referred to as “church,” “this church” or “the church”) is True Hope Church, of the City of Spokane, County of Spokane, and State of Spokane.

ARTICLE II. PURPOSE AND PREROGATIVES

The purpose of this church shall be to:

- a. Encourage and promote the advancing of the gospel of Jesus Christ.
- b. Establish and maintain the worship of God.
- c. Provide a basis of relationship and community among fellow believers.
- d. Encourage and promote the spiritual growth and discipleship of believers.
- e. To respond to human need with ministries of service and compassion.
- f. Own, hold in trust, use, sell, convey, mortgage, lease, or otherwise acquire or dispose of such property (real or chattel) as may be needed for accomplishing the mission of the church.

ARTICLE III. AFFILIATION AND RELATIONSHIP

This church recognizes that it is a sovereign member church of The Northwest District Council of the Assemblies of God (d/b/a Northwest Ministry Network, herein after referred to as Northwest Ministry Network or NWMN), with headquarters at Snoqualmie, Washington, and The General Council of the Assemblies of God with headquarters at Springfield, Missouri, and agrees as a condition of membership to abide by the Constitution and/or Bylaws of each organization. This church further declares itself to be in full cooperative fellowship with all other churches that are affiliated with the Northwest Ministry Network or the General Council and to share in the privileges and assume the responsibilities enjoyed by this relationship.

In furtherance of the above relationship, this church agrees to:

1. Cooperate by every possible means in the extension of God's work and Kingdom throughout the world.

2. Be willing to support the missions program agreed upon by the Northwest Ministry Network and the General Council.
3. Participate in Northwest Ministry Network and General Council sessions via duly-chosen delegates.
4. Be willing share in support of the Northwest Ministry Network and the General Council.
5. Recognize that designated officials of the Northwest Ministry Network Council shall have the right to be present at any Board of Directors or membership meeting of this church for whatever reason or purpose.
6. Invite the counsel of the Northwest Ministry Network officers in the event of church difficulty or when changing pastors.
7. Recognize that any serious dispute between the Pastor and the board or members of this church shall be submitted to mediation and/or binding arbitration before a designated panel of The Northwest Ministry Network Council of the Assemblies of God in lieu of seeking redress in the civil courts of this state or elsewhere.
8. Recognize that the Northwest Ministry Network and/or the General Council shall have the right and authority to: (a) approve scriptural doctrine and conduct, (b) disapprove unscriptural doctrine and conduct, as stated in the General Council Constitution and Bylaws or Northwest Ministry Network Bylaws; and (c) withdraw its certificate of membership if deemed necessary.
9. Submit any serious dispute between members to mediation and/or binding arbitration before a designated panel from this church chosen by the Board of Directors in lieu of seeking redress in the civil courts of this state or elsewhere.

ARTICLE IV. PRINCIPLES FOR FELLOWSHIP

This church shall as nearly as possible represent the body of Christ as described in the New Testament, recognizing the principles inherent in that body as also inherent in this fellowship, particularly the principles of unity, fellowship, cooperation, and equality.

ARTICLE V. TENETS OF FAITH

This church accepts the Bible as our all-sufficient rule for faith and practice. The Bible, God's word to us, is central to our relationship with God and each other. While there are some areas where sincere Christians agree to disagree [Romans 14:1-15:7; 2 Timothy 2:23-24; Titus 3:9], the Bible makes clear that certain truths are essential convictions of the Christian faith.

1. The Bible – God wrote a book.

The Bible is God's Word to all people. Written by human authors under the supernatural guidance of the Holy Spirit. Since God inspired it, the Bible is truth without mixture of error and is completely relevant to our daily lives.

Deuteronomy 4:1-2; Psalms 119:11, 89, 105; Isaiah 40:8; Matthew 22:29; John 5:39; 16:13-15; 17:17; Romans 15:4; 2 Timothy 3:15-17; Hebrews 1:1-2; 4:12; 1 Peter 1:25; 2 Peter 3:16

2. The Trinity – God: three in one.

God has existed in relationship with Himself for all eternity. He exists as one substance in three persons: the Father, the Son, and the Holy Spirit. Although each member of the Trinity serves a different function, they each possess equal power and authority.

Deuteronomy 6:4; Isaiah 61:1; Matthew 28:19; Mark 1:9-11; Luke 1:35; John 5:21-23; 14:10, 16; Romans 8:9-11; 1 Corinthians 8:6; 2 Corinthians 13:14; Hebrews 1:8-10; James 2:19

3. The Father – God is great, God is good.

God is great: He is all powerful, all knowing, ever present, unchanging, completely worthy of our trust, and above all, He is holy. It is in Him that we live, move, and exist. God is good: He is our perfect Father, loving, compassionate, and faithful to His people and His promises.

Exodus 3:14; Numbers 23:19; Leviticus 11:44-45; 19:2; Psalm 11:4-6; Malachi 3:6 John 3:16; 4:24; 5:26; 14:1; Acts 17:28; Romans 3:3-4

4. The Son – God became man.

Jesus Christ is completely human, but at the same time completely God. He is the only plan for bringing people far from God back into a right relationship with God. He lived a perfect life so that He could be the substitution for us in satisfying God's demands for perfection. He received the punishment for our sins when He died on the cross satisfying God's wrath, and defeating death in His resurrection so that we could all have life.

Isaiah 7:14; 53; Matthew 1:18-23; 3:17; 8:29; 14:33; 16:16; 28:5-6; Luke 22:70; 24:46-47; John 1:1, 14; 10:30; 11:25-27; 17:1-5; Acts 1:9; 2:22-24; 7:55-56; Romans 1:3-4; 3:23-26; 8:1-3; 10:4; 1 Corinthians 8:6; 2 Corinthians 5:19-21; Gal 4:4-5; Philippians 2:5-11; Colossians 1:15; 2:9; 1 Timothy 2:5-6; 3:16; Hebrews 1:1-3; 4:14-15; 12:2; 13:8; 1 John 4:14-15

5. The Holy Spirit – God is always present.

The presence of the Holy Spirit assures us of our relationship with Christ, guiding believers into all truth and exalting Christ. He convicts people of sin, reminds us of God's righteousness, and the coming judgment. He is also our comforter, the giver of spiritual gifts, empowers us to witness boldly, and makes us more like Christ.

Genesis 1:2; Psalms 51:11; 139:7 ff.; Isaiah 61:1-3; Joel 2:28-32; Mark 1:10; Luke 1:35;

4:1; 11:13; 12:12; John 15:26; 16:7-14; Acts 1:8; 2:1-4; 13:2; Romans 8:9-11, 14-16, 26-27; 1 Corinthians 3:16; Ephesians 1:13-14; 2 Peter 1:21; Revelation 22:17

6. Eternity – Somewhere forever.

Man was created to exist forever. He will either exist eternally separated from God by sin, or in union with God through forgiveness and salvation. To be eternally separated from God is Hell. To be eternally in union with Him is eternal life in Heaven. Heaven and Hell are places of eternal existence.

John 3:16, 36; Romans 6:23; 1 John 2:25; 5:11-13; Revelation 20:15

7. Man – God’s image bearers.

Man is made in the image of God and is the supreme object of His creation. Man was created to have fellowship with God, but became separated in that relationship through sinful disobedience. As a result, man cannot attain a right relationship with God by his efforts alone. Every human person possesses dignity, is uniquely created, is worthy of respect, and Christian love.

Genesis 1:26-30; 2:7, 18-22; 3; Psalms 8:3-6; 32:1-5; 51:5; Isaiah 6:5; Jeremiah 17:5; Acts 17:26-31; Romans 1:19-32; 3:10-18, 23; 5:6; 6:6; 7:14-25; 1 Corinthians 1:21-31; 15:19, 21-22; Ephesians 2; Colossians 1:21-22; 3:9-11

8. Salvation – God’s only way.

The blood of Jesus Christ shed on the cross, provides the only way of salvation through the forgiveness of sin. Salvation occurs when people place their faith in the death and resurrection of Christ as sufficient payment for their sin. Salvation is a gift from God and cannot be earned through our own efforts.

Isaiah 1:18; 53:5-6; 55:7; Matthew 1:21; 27:22-28:6; Luke 1:68-69; 2:28-32; John 1:12; 3:16, 36; 5:24; 10:9-10; Acts 2:21; 4:12; 16:30-31; 17:30-31; Romans 1:16-18; 3:23-25; 5:8-10; 6; 10:9-10, 13; 1 Corinthians 1:18; 2 Corinthians 5:17-20; Galatians 2:20; 3:13; Ephesians 2:8-10; Philippians 2:12-13; Hebrews 9:24-28; Revelation 3:20

9. The Church – God’s design for community.

The church is a local community of baptized believers unified through faith in Christ. It is committed to the teachings of Christ, obeying all of His commands, and it seeks to share the gospel with the world. The Church works together in love and unity to fulfill the ultimate purpose of glorifying Christ.

This church also affirms the Statement of Fundamental Truths of the General Council of the Assemblies of God (www.ag.org), Springfield, MO.

ARTICLE VI. MEETINGS

Section 1. Membership Meetings

- a. Annual: The annual meeting of the members of this corporation shall be held no later than the 15th day of March, in each year. Notice of said meeting shall be provided in printed or electronic format and made available to the member not less than ten (10) nor more than fifty (50) days before the date of said annual meeting.
- b. Special: Special meetings of the members of this corporation may be called from time to time at the discretion of the Lead Pastor, and the Board of Directors. Notice of all special meetings shall be given by the Secretary, (officer on the Directional Leadership Team) or a designee, and shall state the purpose or purposes for which the meeting is to be called. Notice of said meeting shall be provided in printed or electronic format and made available to the members not less than ten (10) nor more than fifty (50) days before the date of said membership meeting. No other business shall be considered at any special meeting other than that described in said notice.
- c. Voting Rights: Each member shall be entitled to one vote. Voting by proxy or absentee ballot shall not be allowed. Members shall vote on matters listed in Article VII., Section 3.
- d. Quorum: The members present at any duly called membership meeting shall constitute a quorum.
- e. Adoption: The vote of a majority of those votes entitled to be cast by the members present shall be necessary for adoption of any matter voted upon by the members unless a greater proportion is required by laws, the Articles of Incorporation, or these Bylaws.

Section 2. Board of Directors

- a. Regular: The Board of Directors (referred to as the Directional Leadership Team) of this corporation shall at least hold six (6) regular meetings in a given year, and such special meetings, as they shall deem necessary for the competent management of the affairs of the corporation.
- b. Special: Special meetings may be called as needed by the Lead Pastor or a majority of the directors, providing at least one day's notice to all directors. This period may be shortened by mutual consent. Meetings may be conducted in person or by conference call, within the parameters of Washington State non-profit corporate law. Neither the business to be transacted at, nor the purpose of, any regular meeting need be specified.
- c. Quorum: One-half of the members of the Directional Leadership Team shall constitute a quorum.
- d. Notice and Consent: The Directional Leadership Team shall not meet without notification to the Lead Pastor and with his consent. The Lead Pastor shall preside at all meetings unless he appoints someone to act on his behalf.

- e. Nomenclature: The Board of Directors shall be referred to as the Directional Leadership Team, and individual members as directors, members, or elders (referred to as elders when appropriate and meeting biblical criteria) at True Hope Church.

ARTICLE VII. MEMBERSHIP

Section 1. Qualifications

Membership in this church shall be open to all those who:

- a. Give evidence of their faith in the Lord Jesus Christ.
- b. Voluntarily subscribe to this church's tenets of faith.
- c. Complete the church's membership course and commit to abide by the membership covenant.
- d. Agree to be governed by this church's bylaws as herein set forth.
- e. Agree to a partnership relationship through volunteer service and financial support of the church.

Section 2. Voting Members

All persons who qualify for membership as noted above and whose names appeared on the original Membership Roll of the church at the time that it was first organized, together with those names that have been added, shall constitute the legal voting membership of the church, providing they are eighteen (18) years of age or over, who are living consistent Christian lives, who are in agreement with our statement of faith, and who regularly attend and financially support the church. **Note:** All pastoral staff automatically receives voting member status.

Section 3. Voting Rights

Voting members of True Hope Church shall have the right to vote only on the following matters:

- a. Real Property Transactions: Members shall vote on any real property transaction with a purchase or sale price over \$1,000,000. Upon receiving approval of the transaction via a majority vote of the voting members present at any regular or special called membership meeting, the officers of the corporation shall be legally empowered to complete the purchase and or sale.
- b. Election of Lead Pastor: The voting members shall be empowered to cast an affirming vote of the Directional Leadership Teams selection of a Lead Pastor as specified within these bylaws.
- c. Other Matters of Business: The Lead Pastor and the Directional Leadership Team may bring any item of business they deem of sufficient weight or portent to the partners for a vote at any regular or specially called business meeting.

Section 4. Non-Voting Members

Non-voting membership shall be available for persons under eighteen (18) years of age who give evidence of having received Christ as personal Savior, and who meet the qualifications for membership established by this church. Upon reaching the age of eighteen (18) years, non-voting members shall automatically become voting members.

Section 5. Review of Membership Roster

In order to keep the active membership roster current, review shall be made during the sixty (60) days prior to the annual membership meeting. The Lead Pastor and the Directional Leadership Team shall be authorized to revise the membership roll of the church annually, and to remove from the list of active members all names of those who have deceased during the year, together with the names of those who may have been removed from membership as noted in the preceding provisions.

Section 6. Transfer of Membership

Members in good standing, who may wish to sever their relationship with the church, or who may desire to be transferred to some other congregation, may apply to the Secretary with a letter, which shall be granted on the approval of the Lead Pastor and the Directional Leadership Team. Said letter is to be signed by the Lead Pastor of the church.

Section 7. Inactive Status/Loss of Membership

Members who shall, without good cause, absent themselves from the services of this church for six (6) consecutive months or more, or who may be out of harmony with its teachings, or who shall be under charges of misconduct, or who may have fallen away from the faith, shall by implementation of the Lead Pastor and Directional Leadership Team, and by action so stated in the minutes, be automatically placed on inactive membership status (in other words, become a non-voting member) and shall lose any legal standing associated with membership until such time as the affected partner's case has become final either by the partner's own inaction, or after the case has been fully reviewed by the Directional Leadership Team. Examples of the above reasons for being placed on inactive status include, but are not limited, to the following: (1) departure from the tenets of faith, (2) living a sinful life and refusing to change (II Thessalonians 3:6,10, Galatians 5:19-21, and Ephesians 5:3-7), and (3) engaging in the disruption of fellowship by sowing discord among the members; showing a non-cooperative attitude, persisting in gossip; or creating trouble in general (James 2:2-12, Proverbs 6:19, and Romans 2:1, 3).

- a. Notice of Inactive Status: Notice of inactive status and the reasons therefore shall be sent via certified mail to the affected members last known address as noted in the church files. It shall be each member's responsibility to keep the church notified of his/her current address. Receipt of said notice shall be presumed on the third (3rd) day following the letter being posted.
- b. Review: Membership in this church is an ecclesiastical matter and is subject to the biblical mandates reflected in this document and other church policies. An individual may be granted the opportunity to appeal the decision of the Directional Leadership Team regarding membership status at the discretion of the Directional Leadership Team. The Directional Leadership Team will respond to such appeal only if it is in

writing, and within 7 (seven) days of the initial notification. When such an appeal is granted, the Directional Leadership Team will conduct a review. In such cases, the member whose status is in question must appear and personally present his or her situation or appeal to the Directional Leadership Team for consideration. The affected member has no right to legal action or the presence of an attorney during any review of membership. Following the presentation, the Directional Leadership Team shall prayerfully consider all the evidence and render a decision. Such decision shall be final.

- c. Removal: If reinstatement is not granted, the affected person shall immediately be removed from membership in this church and have no further right to appeal or redress in this church, the civil courts, or elsewhere.

ARTICLE VIII. CORPORATE MANAGEMENT

Section 1. Leadership Team

The Leadership Team of this church consists of the Lead Pastor, Directional Leadership Team (Board of Directors and Corporate Officers), Pastoral Staff, Support Staff, and leaders from other ministry teams as may be implemented and active. The Leadership Team, under the direction of the Lead Pastor, shall establish and keep current the purposes, core values, vision, and mission of the church. The Lead Pastor and Directional Leadership Team may establish Organizational, Operational, or Policy Manuals as needed to provide guidance to the Leadership Team in establishing processes for accomplishing the mission of the church.

Section 2. Board of Directors

This church shall be governed by one Board of Directors, which shall be known as the Directional Leadership Team.

- a. Composition: The Directional Leadership Team shall consist of at minimum the Officers, with a maximum of 7, not including the President.
- b. Qualifications: Directors, elders, (when applicable and meeting biblical criteria) and officers shall be persons of mature Christian experience and knowledge, who shall be expected to meet the requirements as set forth in I Timothy 3 and Acts 6. Members of the Directional Leadership Team shall be at least 21 years old, and with the exception of the Lead Pastor, have been voting members of this church at least 1 year (12 months). Directors and Officers are expected to adhere to biblical standards of leadership. They are also expected to believe in and consistently practice tithing to this local church.
- c. Nominations: The Lead Pastor will be responsible for nominating and presenting potential new members to the Directional Leadership Team in the event of vacancies, the end of a term, or in the event of a removal from the Directional Leadership Team.
- d. Election/Terms of Office: The Directional Leadership Team shall vote to ratify the nominee(s) with a two-thirds' (2/3) majority of votes cast for each vacant office to

constitute ratification. Members of the Directional Leadership Team shall serve for a period of three (3) years. An elder/director shall serve no more than three consecutive terms followed by a required minimum one-year period prior to re-election to the Directional Leadership Team.

e. Duties:

(1) The Directional Leadership Team shall manage the internal business affairs of this corporation. Individual directors, may also be referred to as elders, if they meet the biblical criteria outlined in 1 Timothy 3:1-7.

(2) The Directional Leadership Team shall be authorized to transact all business for this church, except for those matters, which by their very nature affect the entire church. Matters which by their very nature affect the entire church include, voting on the purchase or sale of real property with a value over \$1,000,000.00, and the affirmation election of a new Lead Pastor.

(3) The Directional Leadership Team, or it's designee, shall be specifically responsible for overseeing the business activities of this corporation, including but not limited to the entering into of contracts, owning, holding in trust, using, selling, conveying, mortgaging, leasing, or otherwise acquiring or disposing of such property (both real and chattel) as may be needed for the prosecution of its work.

(4) The Directional Leadership Team shall act in an advisory capacity with the Lead Pastor in all matters pertaining to the church in its spiritual life. They may assist the Lead Pastor in ministry as needed or requested and as their own gifts and abilities allow.

(5) The Directional Leadership Team shall consider applications for church membership and make decisions with respect to receiving applicants into church membership.

(6) The Directional Leadership Team is authorized to appoint teams as necessary for the accomplishing the mission of the church. All teams or committees so appointed shall be amenable to and work under the supervision of the Lead Pastor and/or leadership team.

f. Vacancy: In the event a vacancy occurs on the Directional Leadership Team, the Lead Pastor shall be empowered to appoint a successor, following the normal nominating committee process as prescribed in c. under this section.

g. Removal: With the exception of the Lead Pastor, any member of the Directional Leadership Team (including Officers) may be removed without cause by two-thirds' (2/3) vote of those directors present constituting a quorum at any regular, annual or special meeting of the Directional Leadership Team of this church. Any Director so removed shall have no right to appeal.

Section 3. Officers

- a. Officers of this corporation shall consist of a President (Lead Pastor), a Vice President, a Secretary, and a Treasurer. The same person, except the offices of the President and the Secretary, may hold any two or more offices.
- b. All officers shall be members of the Directional Leadership Team.

Section 4. The President/Lead Pastor

a. Duties:

- (1) The Lead Pastor shall be the President of this corporation, and lead elder, and shall act as chairman of all the business meetings of the church and of the Directional Leadership Team.
- (2) The Lead Pastor may be an ex-officio member of all teams.
- (3) The Lead Pastor shall be authorized to perform any functions that may be customary for the offices that he holds.
- (4) In addition to those duties listed above (under either President or Lead Pastor), the Lead Pastor shall be considered as the spiritual overseer of the church, provide vision, and shall facilitate the mission of the church. The Lead Pastor shall not be amenable to the Directional Leadership Team in these matters, although he is amenable to the Northwest Ministry Network and the General Council of the Assemblies of God. The Lead Pastor shall listen to advice given from the Directional Leadership Team, relying on the Holy Spirit for guidance. In cases where there appears to be a conflict between the Directional Leadership Team and Lead Pastor, either the Directional Leadership Team or Lead Pastor may appeal to the Northwest Ministry Network for counsel, mediation, or intervention as specified in the current Northwest Ministry Network Bylaws.
- (5) The Lead Pastor shall provide for all the services of the church and shall give oversight to all events. No person shall be invited to speak or preach in the church without the Lead Pastor's approval.

- b. Qualifications: The pastoral candidate shall be a member in good standing with the General Council and/or The Northwest Ministry Network (District Council) of the Assemblies of God and shall comply with the scriptural and Assemblies of God standards for the ministry (I Timothy 3:2 - 7, Titus 1:6 - 9, and I Peter 5: 2 - 3). If the preferred candidate does not hold credentials with the General Council and/or The Northwest Ministry Network of the Assemblies of God, he shall have ninety (90) days from date of hire, to get said credentials.

- c. Election: A simple majority affirming vote of the active voting members present and voting at any meeting called for the purpose of electing a pastor shall be required for an election.
- d. Term of Office: The Lead Pastor shall be elected for an indefinite term of office. Annual review by the Directional Leadership Team shall provide mutual insight and consideration of the Lead Pastor's work, tenure, and compensation under the guidance of the Holy Spirit. Neither the Lead Pastor nor any other Pastoral Staff members that may be serving on the Directional Leadership Team shall be involved in the annual review of the Lead Pastor.
- e. Vacancy: In the event of a vacancy in the Lead Pastor position, a new Lead Pastor shall be selected in the following manner:
 - (1) The Directional Leadership Team shall contact the Northwest Ministry Network for counsel and recommendations as to appropriate procedures and potential candidates. The Directional Leadership Team shall function as the Pastoral Search Committee, and may appoint up to three voting members from among the active voting membership.
 - (2) One candidate shall be selected from those considered and asked to preach and present his ministry to the congregation.
 - (3) Said candidate shall be elected as noted in c. of this section.
- e. Resignation: It is recommended that the Lead Pastor give thirty-days' (30) notice of intent to resign. Resignations shall be submitted to the Directional Leadership Team. The resignation becomes effective upon the date agreed to by the Lead Pastor and the Directional Leadership Team. The Directional Leadership Team shall take official action to receive or accept a letter of resignation and to provide for a smooth transition, providing agreed upon severance pay and honor to the Lead Pastor for years of leadership and service to True Hope Church.
- f. Removal:
 - (1) Cause: The Lead Pastor may be removed only for cause - cause being defined as a failure to maintain the qualifications for office (See section 4.a.), unscriptural conduct (moral or ethical failure), or departure from the tenets of faith held by this church.
 - (2) Investigation: In the event charges based on grounds for cause are preferred against the Lead Pastor, the Directional Leadership Team shall conduct a preliminary investigation.
 - (3) Notice: The Directional Leadership Team shall determine the facts as best they can and record them. If allegations supporting the complaint are determined groundless, it shall be dismissed with *prejudice. (No further action will be taken, and if a member is the source of the complaint, said member shall have no further right of redress in either the civil courts or elsewhere.) In the event that facts supporting the complaint have some

merit, the Directional Leadership Team shall consult with the Northwest Ministry Network for counsel, mediation, or intervention. A preliminary hearing shall be conducted before the Directional Leadership Team with a designated representative from the Northwest Ministry Network presiding as chairperson. If the preliminary hearing reveals substantive issues, and such issues could affect the minister's credentials, it becomes the responsibility of the Northwest Ministry Network to further investigate, discipline, or resolve. Notice of the outcome of said investigation shall be made to the church.

- (4) Dismissal: If the matters affecting the Lead Pastor's ability to lead are not based upon moral or ethical charges, but leadership or philosophical issues, the Directional Leadership Team may ask for the Lead Pastor's resignation following a unanimous vote of no confidence from the Directional Leadership Team, following consultation with the Northwest Ministry Network. In the event the Lead Pastor does not resign as requested, and if there is no other apparent solution, the matter shall be referred to a hearing within fourteen (14) days before the active voting partners of this church. A representative from the Northwest Ministry Network shall chair said meeting. A two-thirds' (2/3) vote of all active members, present and voting, shall be required to dismiss a Lead Pastor and sustain the action of the Directional Leadership Team.

**Prejudice refers to the fact that the complaint has been dismissed and will not be considered again in any fashion.*

Section 5. Pastoral Staff and Support Staff

- a. Qualifications: All Pastoral Staff shall be members in good standing with a recognized credentialing agency of like faith, if not, the General Council and/or Northwest Ministry Network. They shall comply with the scriptural standards for the ministry (1 Timothy 3:1-7, Titus 1:6-9, and 1 Peter 5:2-3).
- b. Selection: All church staff (Pastoral and Support) shall be chosen by the Lead Pastor and ratified by the Directional Leadership Team (along with financial package and benefits).
- c. Term of Office/Removal: All church staff (Pastoral and Support) may be removed by the Lead Pastor at will. No ratification by the Directional Leadership Team is necessary, nor does the Pastoral Staff or Support Staff have any appeal. Should a Pastoral Staff member also serve on the Directional Leadership Team, he will be immediately terminated from the Directional Leadership Team. His vacancy will be addressed as noted in Article VIII. Section 2. f of these Bylaws.
- d. Resignation: Shall be governed in the same manner as that listed in Article VIII., Section 4.e of these Bylaws governing resignation of the Lead Pastor.
- e. Membership: As noted in Article VII., Section 1 of these Bylaws, Pastoral Staff and Support Staff are automatically voting members of the church.

Section 6. The Vice President

- a. Election: The Vice President of the Corporation shall be selected annually by consensus from among the members of the Directional Leadership Team during the first meeting of the year. His term of office shall be for one year.
- b. Duties:
 - (1) The Vice President, subject to this or any other provisions in these Bylaws, and any other corporate officer shall act in all business matters pertaining to the corporation and business affairs of the church in the absence of the President.
 - (2) The Vice President shall never act as the spiritual leader of this church even in the President's absence.
 - (3) The Vice President shall perform any other functions as may be customary or as may be directed by the Directional Leadership Team.
- c. Removal: The Vice President may be removed from office pursuant to the process delineated in Article VIII., Section 2.g of these Bylaws.

Section 7. The Corporate Secretary

- a. Election: The manner in which the Corporate Secretary is elected and his term of office shall be as delineated in Article VIII., Section 2.d of these Bylaws.
- b. Duties:
 - (1) The Corporate Secretary's duties shall include keeping a true and accurate record of all meetings of the church and the Directional Leadership Team. The Corporate Secretary may personally fulfill the duties or delegate as agreed to by the Directional Leadership Team.
 - (2) The Corporate Secretary shall be custodian of all legal documents and shall be authorized to sign all official and legal documents, to conduct church correspondence where required, and to perform any other functions as are customary or as may be directed by the Directional Leadership Team.
- c. Removal: The Secretary may be removed from office pursuant to the process delineated in Article VIII., Section 2.g of these Bylaws.

Section 8. The Treasurer:

- a. Election: The manner in which the Treasurer is elected and his term of office shall be as delineated in Article VIII., Section 2.d of these Bylaws.

- b. Duties:
 - (1) The Treasurer's duties may be delegated to a bookkeeper or accountant, and shall include being the overseer and custodian of all church funds, which shall be deposited into bank accounts as, designated by the Directional Leadership Team.

 - (2) The Treasurer shall be authorized to sign checks and make disposition of funds as may be required in the accurate conduct of church business under the supervision of the Directional Leadership Team and consistent with this or any other provision of these Bylaws.

 - (3) The Treasurer, or a designee, shall give a financial report to the Directional Leadership Team at its regular meeting and help prepare the report that is given to the church at its annual meeting.

 - (4) The Treasurer shall perform any other functions that may be customary or as may be directed by the church or the Directional Leadership Team.

 - (5) The Directional Leadership Team may delegate all the duties of the Treasurer to others following consultation and consensus.

- c. Removal: The Treasurer may be removed from office pursuant to the process delineated in Article VIII., Section 2.g of these Bylaws.

ARTICLE IX. DEPARTMENTS, TEAMS, AND COMMITTEES

The Directional Leadership Team shall appoint such departments, teams, and committees as is necessary to accomplish the mission of the church and manage its affairs. All such entities shall operate under the supervision of and be amenable to the Lead Pastor and the Directional Leadership Team.

ARTICLE X. COMPENSATION/REMUNERATION

The Lead Pastor and other persons who are supported in whole or part by this church shall have such compensation reviewed by the Directional Leadership Team on an annual basis, prior to the commencement of this church's fiscal year. Neither the Lead Pastor nor any other Pastoral Staff may be present for compensation review of the Lead Pastor. If any other Pastoral Staff member is serving on the Directional Leadership Team, they may not be present for their own review.

ARTICLE XI. PROPERTY AND CONTRACTS

All property, real or chattel, shall be held in the name of this corporation.

Section 1. Real Property: No real property of this church shall be purchased or sold (does not apply to re-financing an existing mortgage or extension of lines of credit), without same having been authorized by a least a two-thirds' (2/3) vote of those active voting members present and voting at any annual or special meeting called for such purpose except those real property transactions amounting to \$1,000,000.00 or less.

Section 2. Personal Property: The Directional Leadership Team shall have authority for all purchases and sale of all personal property on behalf of the church. .

Section 3. Contracts: The Directional Leadership Team shall have authority to negotiate and sign all contracts on behalf of this church and may authorize the President or other Directors or Officers to do so in writing.

ARTICLE XII. DISSOLUTION

In the event that this corporation ceases to function or is dissolved for any reason, its assets shall be distributed to The Northwest Ministry Network (Northwest District Council) of the Assemblies of God, provided it qualifies at such time for exemption as an organization described in Section 501(c)(3) of the Internal Revenue Code of 1954, as amended, or a successor statute. In the event that the Northwest Ministry Network Council does not so qualify, the assets of this corporation shall be distributed to The General Council of the Assemblies of God, provided it so qualifies as delineated above.

ARTICLE XIII. RECORDS

True Hope Church shall, pursuant to the provisions of RCW 24.03.135 (Washington State) or TITLE 30, CORPORATIONS CHAPTER 3 IDAHO NONPROFIT CORPORATION ACT 30-3-131 (Idaho State), maintain an open records policy for members. However, members' right to access such records shall not include records containing personal information of a private nature about any specific individual. Such limitations include, but may not be limited to, ministerial, credential and personnel files, disciplinary records, individual giving, or compensation records.

Article XIV: INDEMNIFICATION

The corporation has the power to indemnify (including the power to advance expenses to) its Directors, officers, employees, and agents made a party to a proceeding, as defined in the Washington Business Corporation Act, without regard to the limitations in RCW 23B.08.510 through 23B.08.550; provided, however, that no such indemnity shall indemnify any such Director, officer, employee, or agent from or on account of: (1) acts or omissions of such Director, officer, employee, or agent finally adjudged to be intentional misconduct or a knowing violation of law; (2) conduct of the Director, officer, employee, or agent finally adjudged to be in violation of RCW 23B.08.310; or (3) any transaction with respect to which it was finally adjudged

that such Director, officer, employee, or agent personally received a benefit in money, property, or services to which such person was not legally entitled.

ARTICLE XV. AMENDMENTS

Amendments to these bylaws may be made at any regular or special meeting of the Directional Leadership Team of this church, provided notice of proposed amendments in written or electronic format has been made available to all directors no less than three weeks prior to consideration. Such proposed amendments shall be adopted upon receiving a unanimous vote of the Directional Leadership Team. Note: Only those directors present shall have the right to cast a vote. Absentee ballots or voting by proxy shall not be accepted.