

THE BYLAWS

of

First Evangelical Free Church

of Colorado Springs, Colorado

PREAMBLE

Whereas, we, a body of believers in Jesus Christ, organized for the purpose of being a worshipping community, deem it wise that we have certain laws to serve as a criterion to work by and help preserve the purpose and function of the local church, therefore be it resolved: that beginning January 1, 2012, we shall be governed by the following Bylaws.

ARTICLE I - NAME

The name of this organization, a non-profit corporation organized under the laws of the State of Colorado, is the First Evangelical Free Church of Colorado Springs, Colorado, an affiliate of the Evangelical Free Church of America.

ARTICLE II - PURPOSE

The purposes for which the Corporation is formed are exclusively religious, educational, and charitable within the meaning of Section 501(c)(3) of the Internal Revenue Code of 1986, as amended. More specifically, the primary purpose of this church shall be to glorify God by working together to fulfill the Great Commission as we seek the unity, edification, discipline, and encouragement of believers that they might grow in grace and holy conduct, and seek to win the lost for Christ at home and abroad.

ARTICLE III - STATEMENT OF FAITH

3.1 God. We believe in one God, Creator of all things, holy, infinitely perfect, and eternally existing in a loving unity of three equally divine Persons: the Father, the Son and the Holy Spirit. Having limitless knowledge and sovereign power, God has graciously purposed from eternity to redeem a people for Himself and to make all things new for His own glory.

3.2 The Bible. We believe that God has spoken in the Scriptures, both Old and New Testaments, through the words of human authors. As the verbally inspired Word of God,

the Bible is without error in the original writings, the complete revelation of His will for salvation, and the ultimate authority by which every realm of human knowledge and endeavor should be judged. Therefore, it is to be believed in all that it teaches, obeyed in all that it requires, and trusted in all that it promises.

3.3 The Human Condition. We believe that God created Adam and Eve in His image, but they sinned when tempted by Satan. In union with Adam, human beings are sinners by nature and by choice, alienated from God, and under His wrath. Only through God's saving work in Jesus Christ can we be rescued, reconciled and renewed.

3.4 Jesus Christ. We believe that Jesus Christ is God incarnate, fully God and fully man, one Person in two natures. Jesus-Israel's promised Messiah-was conceived through the Holy Spirit and born of the Virgin Mary. He lived a sinless life, was crucified under Pontius Pilate, arose bodily from the dead, ascended into heaven and sits at the right hand of God the Father as our High Priest and Advocate.

3.5 The Work of Christ. . We believe that Jesus Christ, as our representative and substitute, shed His blood on the cross as the perfect, all-sufficient sacrifice for our sins. His atoning death and victorious resurrection constitute the only ground for salvation.

3.6 The Holy Spirit. We believe that the Holy Spirit, in all that He does, glorifies the Lord Jesus Christ. He convicts the world of its guilt. He regenerates sinners, and in Him they are baptized into union with Christ and adopted as heirs in the family of God. He also indwells, illuminates, guides, equips and empowers believers for Christ-like living and service.

3.7 The Church. We believe that the true church comprises all who have been justified by God's grace through faith alone in Christ alone. They are united by the Holy Spirit in the body of Christ, of which He is the Head. The true church is manifest in local churches, whose membership should be composed only of believers. The Lord Jesus mandated two ordinances, baptism and the Lord's Supper, which visibly and tangibly express the gospel. Though they are not the means of salvation, when celebrated by the church in genuine faith, these ordinances confirm and nourish the believer.

3.8 Christian Living. We believe that God's justifying grace must not be separated from His sanctifying power and purpose. God commands us to love Him supremely and others sacrificially, and to live out our faith with care for one another, compassion toward the poor and justice for the oppressed. With God's Word, the Spirit's power, and fervent prayer in Christ's name, we are to combat the spiritual forces of evil. In obedience to Christ's commission, we are to make disciples among all people, always bearing witness to the gospel in word and deed.

3.9 Christ's Return. We believe in the personal, bodily and premillennial return of our Lord Jesus Christ. The coming of Christ, at a time known only to God, demands constant expectancy and, as our blessed hope, motivates the believer to godly living, sacrificial service and energetic mission.

3.10 Response and Eternal Destiny. We believe that God commands everyone everywhere to believe the gospel by turning to Him in repentance and receiving the Lord Jesus Christ. We believe that God will raise the dead bodily and judge the world, assigning the unbeliever to condemnation and eternal conscious punishment and the believer to eternal blessedness and joy with the Lord in the new heaven and the new earth, to the praise of His glorious grace. Amen.

ARTICLE IV - MEMBERSHIP

4.1 Qualification for Membership. This church shall receive as members only those who are at least 18 years of age and have by faith accepted Jesus Christ as their Lord and Savior and who by their lives manifest a born-again experience.

4.2 Application for Membership. Any person who qualifies per Section 4.1 above and desires membership shall receive and complete an application for membership. In addition, he/she must express agreement with and a willingness to live in harmony with, the articles of the EFCA Statement of Faith set forth in Article III above and abide by the Articles of Incorporation, Bylaws and policies of this church.

4.3 Interview by Elders. The Elder Team shall interview all applicants for membership to determine if they are members of the Body of Christ, and to determine if they sincerely support the purpose of this local church as stated in Article II. Each applicant shall be required to share his or her personal testimony of faith in Christ with selected Elder Team members or those whom the Elder Team designates (two or more).

4.4 Vote by Membership. When the Elder Team is confident of the applicant's faith in Christ, assurance of salvation, desire to live the Christian life, and willingness to submit to the fellowship and discipline of this local Body, the Elder Team shall recommend acceptance of the applicant as a member to the church. Any member of the church objecting must give a written statement to the Elder Team explaining why a candidate should not be accepted. The Elder Team will consider such objection and determine whether to recommend such candidate for membership. The members shall then vote on acceptance of these applicants into the membership of the church.

4.5 Pastors. Pastors and their wives automatically become members with full voting privileges on receipt and acceptance of a call from the church.

4.6 Membership Roll. The membership roll shall be regularly reviewed by the Elder Team or those selected by the Elder Team to determine if the needs of any members

have been neglected, or if any name should be removed from the roll. If any member should be absent from church services for a period of six months, the Elders shall attempt to contact such member concerning his/her relationship to the Lord and this Church. After such contact, or attempted contact, the Elders will determine, based upon the stated requirements of membership within these Bylaws, whether to continue the member on the membership roll, or remove the member from the Church membership roll.

ARTICLE V - RELATIONSHIPS

5.1 Local Autonomy. This church is independent and free so far as relates to its internal organization and the regulation of its own affairs. It is in subjection to no ecclesiastical body, except by its own consent. It controls the admission, discipline and removal of its members according to its own understanding of the Word of God.

5.2 Denomination. Realizing the advantage of united effort, and being in general accord with the aim and scope of the Evangelical Free Church of America, this church, by vote of the congregation, has applied for and has been accepted for membership in the Evangelical Free Church of America.

5.3 Protecting Confidences. Protecting confidences is a sign of Christian love and respect and discourages harmful gossip (Prov. 16:28; 26:20). Therefore, all members are expected to refrain from gossip and to respect the confidences of others. In particular, the Pastors, Elders, and those who provide mentoring and counseling on behalf of the church shall carefully protect all information that they receive, subject to the following guidelines. Although confidentiality is to be respected as much as possible, there are times when it is appropriate to reveal certain information to others. In particular, confidential information may be disclosed to appropriate people in the following circumstances:

- a. When a person who is providing counseling or mentoring on behalf of the church is uncertain of how to counsel a person about a particular problem and needs to seek advice from others in this church or, if the person attends another church, from the pastors of that church;
- b. When the person who disclosed the information or any other person is in imminent danger of serious harm unless others intervene;
- c. When a person refuses to repent of sin and it becomes necessary to institute disciplinary proceedings or seek the assistance of individuals or agencies outside this church; or
- d. When required by law.

5.4 Resolution of Conflicts. This church is committed to resolving in a biblical manner all disputes that may arise within our body. This commitment is based on God's command that Christians should strive earnestly to live at peace with one another (Matt. 5:9; John 17:20-23) and that when disputes arise, Christians should resolve them

according to the principles set forth in Holy Scripture (Prov. 19:11; Matt. 18:15-20). Therefore, any and all disputes in this church shall be resolved according to biblical principles, as provided in this bylaw.

5.4.1 Matthew 18 Process. When a member of this church has a conflict with, or is concerned about the behavior of another member, he shall attempt to resolve the matter as follows. First, the offended or concerned person shall prayerfully examine himself and take responsibility for his contribution to a problem (Matt. 7:3-5), and he shall prayerfully seek to discern whether the offense is so serious that it cannot be overlooked (Prov. 19:11). Second, if the offense is too serious to overlook, the offended or concerned person shall go, repeatedly if necessary, and talk to the offender in an effort to resolve the matter personally and privately, having first confessed his own wrongdoing (Matt. 18:15). Third, if the offender will not listen and if the problem is too serious to overlook, the offended or concerned person shall return with one or two other people who will attempt to help the parties resolve their differences (Matt. 18:16); these other people may be members or officers of the church, other respected Christians in the community, or trained mediators or arbitrators from a Christian conciliation ministry. At the request of either party to the dispute, the church shall make every effort to assist the parties in resolving their differences and being reconciled.

5.4.2 Mediation or Arbitration. If a dispute arises within the church or between a member and the church and cannot be resolved through the Matthew 18 procedure described above, the dispute shall be submitted to mediation and, if necessary, legally binding arbitration in accordance with the Rules of Procedure of the Institute of Christian Conciliation of Peacemaker Ministries and judgment upon an arbitration award may be entered in any court otherwise having jurisdiction. By joining this church, all members agree that these methods shall provide the sole remedy for any dispute arising against the church and its agents, and they waive the right to file any legal action against the church in a civil court or agency, except to enforce an arbitration decision. Furthermore, in any situation involving a dispute between two or more groups of members, the members shall submit that dispute to mediation, and if necessary legally binding arbitration, pursuant to this Section 5.4.2, and the decision reached through such process shall be binding.

5.4.3 Insurance Claims. If a dispute or claim involves an alleged injury or damage to which the church's insurance applies, and if the church's insurer refuses to submit to mediation or arbitration as described in this article, either the church or the member alleging the injury or damage may declare that this section is no longer binding with regard to that part of the dispute or claim to which the church's insurance applies.

5.5 Discipline. If any member of the church or non-member who attends this church is found to be living or teaching contrary to the Word of God and the Statement of Faith of this church, he/she shall be counseled in love by the Pastor or by the Elder Team. If efforts to bring repentance and restoration fail, then the Elder Team will follow the procedures outlined in the following passages of Scripture: Matthew 18:15-18; I Corinthians 5; II Corinthians 2:5-11; Galatians 6:1-2. No accusation shall be considered

by the church against any member unless supported by at least two witnesses. (I Timothy 5:19). If appropriate, the Elder Team may remove a member from membership without the consent of that member. Although members may typically withdraw from membership at any time, the Church may refuse a request for withdrawal of membership until the conclusion of a disciplinary proceeding.

ARTICLE VI - PROPERTY RIGHTS

6.1 Right to Own Property. This church shall have the power to buy, own, and sell property in its corporate name. Conveyance or encumbrance of all or any church property may be made, provided, however, that any such action must receive an affirmative vote of at least 75% of the membership of the church present at a duly called meeting of the members. Instruments of conveyance or encumbrance so authorized at any such meeting shall be executed in the name of the church by the President and Secretary of the church.

6.2 Ownership of Church Property If Corporation Dissolves. In the event the church ceases to function or should the corporation be dissolved, the right, title, and interest in and to all of the real and personal property of the church shall accrue to the benefit of, and be vested in the Evangelical Free Church of America or the successor to said Church, provided, however, that the Evangelical Free Church of America or its successor organization shall at the time of designation, be exempt under Section 501 (c) (3) of the Internal Revenue Code of 1954, as amended, or under such successor provision of the Code as may then be in effect.

6.3 Members Do Not Have Property Rights. No church member has a right or claim upon the church property, real or personal.

ARTICLE VII - GOVERNMENT

7.1 Congregational Authority. Ultimate authority in the church shall reside in the membership of the congregation. The Congregation must approve each of the following:

- a. The calling of any pastor or worship director.
- b. The purchase or sale of real property.
- c. An amendment to these By-Laws or to the Articles of Incorporation.
- d. The adoption of an annual budget.
- e. The removal of a senior pastor.
- f. The receiving of new members into the Church.
- g. The affirmation of men to serve on the Elder Team.

All decisions to be made by the Congregation must be approved by no less than 75% of those present at a meeting which has been properly convened to consider such decision.

7.2 Elder Team. The congregation shall annually affirm Biblically qualified Elders who are recommended pursuant to Section 8.2 below. The Elder Team shall carry on the routine operation and government of the church.

7.3 Officers. The Elder Team will elect from its members the following officers each year: A Chairman who shall be the President of the church and board; a Vice Chairman of the church and board; and a Secretary for the congregation and board. These men shall serve as the corporate officers of the church.

7.4 Ministry Teams. The Elder Team shall appoint ministry teams and personnel needed to effectively and efficiently carry out the purpose of this church. The Chairperson of each respective ministry team and committee must be a member of the church.

7.5 Books and Records. The Corporation shall keep correct and complete books and records of account and shall also keep minutes of the proceedings of Congregational business meetings, the Elder Team, and committees appointed by the Elder Team, and shall keep at the principle office a record of the names and addresses of the Elders and a roster of membership of the Church. All books and records of the Corporation (with the exception of Donor's Giving Records) may be inspected by (i) any Elder or his agent or attorney for any proper purpose at any reasonable time, and (ii) any other person whom the Elder Team determines should have access to the books and records.

ARTICLE VIII - ELDERS

8.1 Qualifications. The Elders shall be members of this church who are mature, godly men, who fully support the Bible and the Statement of Faith of this church and its Articles of Incorporation, Bylaws and Policies and who manifest the qualifications stipulated by the Scriptures (I Timothy 3:1-7; Titus 1:5-9). In case of question as to whether any man meets these requirements, the Elder Team may rule, subject to review by the congregation at the request of any member, or the congregation may rule directly.

8.2 Selection. It is the Holy Spirit who must select men for leadership. Only He knows the hearts and motives of men. His choices, however, must be expressed through human agency. Selection will be made on the basis of spiritual qualifications as set forth in Section 8.1 above, leadership qualifications, and commitment to this church. Prior to the annual business meeting of the congregation, and at other times when new or additional Elders are needed, the Elder Team shall identify potential new members of the Elder Team from among those men who are members of the Church and meet the qualifications of an elder. The Elders will consider potential Elders who are suggested by members of the congregation, to determine whether these men meet the qualifications set forth in Section 8.1 above. They will then notify the congregation of the men who are being recommended as potential Elders at least two weeks prior to the congregational meeting

at which such men will be presented for affirmation by the congregation. Members of the congregation may comment directly to the Elder Board regarding whether the recommended men meet the qualifications of Elders.

8.3 Term of Service. Each Elder shall be presented to the congregation for affirmation by the congregation at the beginning of each two year term of service. No Elder may serve more than three contiguous terms of two years each.

8.4 Evaluation, Discipline and Accountability. The Elder Team shall evaluate itself and its members. It shall be a self-disciplining board according to Matthew 18:15-20; II Thessalonians 3:14-15; I Timothy 5:19-20. However, the Elders are directly accountable to the Lord of the Church, Jesus Christ, for all their actions and decisions (Hebrews 13:17). They are also accountable to the congregation.

8.5 Function. The Elders have a three-fold function: (1) To build and develop their own families in the Lord (I Timothy 3:4-5); (2) To feed, shepherd and pray for the flock of God (John 21:15-17; Acts 10:17-32; Acts 6:1-4). This involves positive impartation of truth, refutation of error, and administration of discipline; and (3) To oversee all spiritual and physical operations of the Church (Acts 20:28; I Peter 5:2-3). This involves assessing the needs of the entire body, planning, evaluating, and appointing those to assist in various areas of responsibility. As stated in Acts 6 it shall be their primary function to care for the spiritual health of the church by praying for and imparting the Word of God to the congregation and overseeing the ministry of the church, assuring that the ministry teams function in such a way as to fulfill the mission, vision and values of the church. They shall appoint ministry teams which shall be empowered to carry through on the operational aspects of ministry.

8.6 Basis of Authority. The basis of authority for all the deliberations and activities of the Elder Team shall be the Bible.

8.7 Decision Making Process. The Elder Team shall approach decisions in prayerful dependence upon the Holy Spirit. They shall earnestly seek to reach a unanimous decision without coercion. As a last resort, the full board shall take a vote to reach a decision with a three-quarter majority.

8.8 Quorum for Elder Team Meetings. A quorum for a Elder Team meeting shall consist of a simple majority of the members of that team.

8.9 Organization. The Elder Team shall be self-organizing. That is, the various functions and areas of responsibility of the Elder Team shall be delegated among the Board members on an annual basis. A Chairman of the Elder Team, other than a Pastor, shall be selected each year by the Elder Team. He shall call meetings and preside over both Elder and Congregational Business Meetings.

ARTICLE IX - BUSINESS MEETINGS

9.1 Scheduled Meetings. The congregation as a whole shall have at least one scheduled business meeting during the year. This will be the annual meeting held during the fourth quarter of the year on a date set by the Elder Team.

9.2 Special Meetings. Special congregational business meetings may be called at any time by the Elder Team or by a written request by ten percent or more church members, but no less than ten members, presented to the Chairman of the Elder Team. These meetings, along with the stated purpose of the meeting, shall be announced publicly on two consecutive Sundays at the morning worship services or by written notice to the members and public announcement on one Sunday at the morning worship services.

9.3 Subjects to be Considered. The subjects to be considered at each congregational meeting shall be determined by the Elder Team. Any member who wishes for a particular issue to be discussed at a congregational meeting shall submit a written request for such issue to be included in the agenda of a scheduled meeting or special meeting, and the Elder Team shall include such issue in the agenda of the next congregational meeting unless the Elder Team determines, in its discretion, that it would be detrimental to the congregation to do so.

9.4 Voting Rights. All members who are not currently subject to discipline shall be eligible to vote.

9.5 Fiscal Year. The fiscal year shall begin January 1st and end the following December 31st.

9.6 Decisions. We will as a congregation operates under an affirmation of approval process for all issues brought before the congregation in congregational meetings. For issues such as the approval of an Elder each dissenting member must be identified so that the Elder Team can investigate the objection(s) and determine the validity of the objection(s) and then report back to the congregation whether or not the Elder has been affirmed. On other issues, such as approval of a budget or purchase of real property, consensus of the congregation will be requested by voice vote or, if the Elder Team determines appropriate, written ballot, after an explanation of the policy or issue has been offered. Each proposal may be amended by motion and vote during the meeting before a vote on the proposal is held. If there are objections to the final proposal, each dissenting voter's concern will be carefully considered by the Elder Team to determine whether it is appropriate to withdraw the proposal from consideration. A proposal will be approved by the congregation only if 75% or more of the members present at a congregational meeting affirm the proposal.

9.7 Quorums. The voting members attending any business meeting which has been properly announced shall constitute a quorum to conduct business.

ARTICLE X - PASTORS

10.1 The Calling of a Senior Pastor. When there is a vacancy in the Senior Pastor position, the Elder Team shall recommend qualified persons to the congregation for a Pastoral Search Committee. The congregation shall affirm a Pastoral Search Committee to secure suitable candidates for Senior Pastor. Candidates shall be presented to the congregation one at a time and shall be members of or willing and qualified to become members as soon as possible of the Ministerial Association of the Evangelical Free Church of America which requires a credential with the Evangelical Free Church of America. The candidate shall have opportunity to preach at a church service(s) as the Elder Team may direct, and be interviewed by the Elder Team. Once the Elder Team determines it has a man to recommend as a candidate for a call, the congregation shall be convened for a special business meeting. The recommendation should be presented with all the reasons for suggesting him as candidate. The congregation shall then vote as to whether or not it desires to send the recommended candidate a call. If he receives an affirmative vote of 75% of the members present, the call shall be extended. If not, the matter goes back to the Elder Team and Pastoral Search Committee for the presentation of new recommendations. Each candidate shall be voted upon separately following his meeting with the Elder Team and the church. The Elder Team shall notify the Pastor-elect of the action of the church immediately and upon his affirmative reply make arrangements for his moving and installation.

10.2 Termination of Office of Senior Pastor. A Senior Pastor shall serve an unlimited term of service unless other arrangements are made at the time the call is accepted. The relation between a Senior Pastor and the church may be dissolved at the option of either, by the giving of a three months notice, or by mutual consent. If a Senior Pastor should radically depart from the Word of God in his conduct or in doctrine as contained in the Statement of Faith of the church, or demonstrate ineffectiveness in ministry, the Elders shall admonish him in love, and should this not have the desired result, the Elders shall recommend his dismissal to the congregation.

A Senior Pastor may only be dismissed by the congregation at a properly called business meeting called specifically for that purpose. After hearing the reasons for his recommended dismissal, the Pastor shall be accorded the right of stating his position before the congregation. He (and his family) shall absent themselves at the time of voting. A ballot vote of 75% of the members present shall be required to terminate the position of the Senior Pastor.

10.3 The Duties of the Senior Pastor.

1. He shall perform all of the Scriptural duties of this office, and under the guidance of the Holy Spirit, have freedom of the pulpit. These shall include leading and preaching at the stated services of the church, administering the ordinances of the church, caring for the spiritual welfare of the members of the church, and discipling and equipping lay people to serve in various ministries of the church.
2. He shall be a member of the Elder Team, and an ex-officio member of all ministry teams, committees, auxiliary bodies, and all other organizations of the church.
3. He shall not qualify for any elected office or appointed office on the Elder Team nor can he serve as an officer of the Church.
4. He shall be the supervisor for all paid staff.
5. He shall also perform such other duties in connection with the work of the church as shall be delegated to and accepted by him.
6. He shall abide by the Word of God in his life, teaching and preaching, taking great care in all his conduct so as to be esteemed a man of respect in the congregation and community.

10.4 Additional Pastoral Staff. The Elder Team may determine, from time to time, that additional pastoral staff should be hired. The job description and responsibilities of each associate pastor position shall be determined by the Elder Team. The Elders and Senior Pastor shall recommend to the congregation a man to fulfill each associate pastor position, and such candidate shall be hired by the church if affirmed by the congregation pursuant to Section 7.1 above. Similarly, the Elders and Senior Pastor may recommend to the congregation a person to fulfill the position of Worship Director, and such candidate shall be hired by the church if affirmed by the congregation pursuant to Section 7.1 above. Each associate pastor and the Worship Director shall perform such duties in connection with the work of the church as prescribed by the Senior Pastor with the approval of the Elder Team. Each Associate Pastor shall abide by the Word of God in his life, teaching and preaching, taking great care in all his conduct so as to be esteemed a man of respect in the congregation and community. An associate pastor or the Worship Director may be dismissed when determined appropriate by the Senior Pastor and Elder Team.

10.5 Non-Pastoral Staff. The Elder Board and Senior Pastor shall determine the job description for all non-pastoral staff positions, including office staff and directors of ministry areas other than worship. Each such non-pastoral staff position may be filled or dismissed by authorization of the Elder Board and Senior Pastor.

ARTICLE XI – INDEMNIFICATION

11.1 Voluntary Indemnification. The Corporation may indemnify any person who was, is, or is threatened to be made a named defendant or respondent in a proceeding because the person is or was an Elder, officer, or employee of the Corporation or a volunteer acting on behalf of the Corporation if the Elder Team makes an Indemnification Determination (as hereinafter defined). For purposes of these Bylaws, the term “Indemnification Determination” means an affirmative determination by the Elder Team that the person (i) conducted himself or herself in good faith; (ii) reasonably believed, in the case of conduct in his or her official capacity as an Elder, officer or employee of the Corporation that his or her conduct was in the Corporation’s best interest; and in all other cases, that his or her conduct was at least not opposed to the Corporation’s best interest; and (iii) in the case of any criminal proceeding, had no reasonable cause to believe his or her conduct was unlawful.

11.2 Indemnification Expenses. Amounts paid in indemnification of expenses include, but shall not be limited to, judgments, penalties, fines, settlements and reasonable expenses, including court costs and attorneys’ fees.

11.3 Limitation Based on Conduct. Indemnification with respect to any proceeding in which the person is found liable to the Corporation or is found liable on the basis that personal benefit was improperly received by him or her, whether or not the benefit resulted from an action taken in the person’s official capacity shall be limited to reasonable expenses actually incurred by the person in connection with the proceeding, and shall not be made in respect of any proceeding in which the person shall have been found liable for willful or intentional misconduct in the performance of his or her duties to the Corporation.

11.4 Financial Limitation. To the extent funds are not reasonably available to the Corporation for paying the indemnification expenses; the Corporation shall not be obligated to borrow funds to pay the expenses but instead may pay such indemnification expenses over a reasonable time period as determined by the Elder Team.

ARTICLE XII- AMENDMENTS AND PROVISIONS FOR BY-LAWS

Amendments, additions or changes to these Bylaws or the Articles of Incorporation of the church may be made at any congregational meeting of the church by affirmative vote of 75% of votes cast when said proposed amendments, additions or changes have been presented in written form and discussed at a previous regular or special meeting for discussion.