



## **Bylaws**

**Trinity Fellowship  
Ministries**

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# Bylaws of Trinity Fellowship Ministries

Revised & Adopted: June 2023

These Bylaws ("**Bylaws**") govern the affairs of Trinity Fellowship Ministries, a Texas nonprofit religious corporation (the "**Church**" or "**Corporation**"). The Church is organized under Title 2, Chapter 22 of the Texas Business Organizations Code (hereafter the "**Code**").

## 1. Statement of Faith

### 1.1 The Trinity

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

**God the Father** – God the Father is the Creator and sustainer of all things, who created the universe in love to respond to Himself. He created man in His own image for fellowship, and calls man back to Himself through Christ after the rebellion and fall of man. (Genesis 1:26)

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

**The Holy Spirit** – The Holy Spirit is God, the Lord and giver of life, who was active in the Old Testament, and given to the Church in fullness at Pentecost.

He empowers the saints for service and witness. He imparts the life of Christ to the believer through the new birth experience and works to conform the believer to the image of Christ. The baptism in the Holy Spirit, subsequent to conversion, releases the fullness of the Spirit in the life of the believer and is evidenced by tongues, joy, praise and other inward and outward manifestations. (John 14:16,17)

### 1.2 The Scripture

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 It cannot be added to, subtracted from, or superseded in any regard.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

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

### ***1.3 The Atonement***

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

### ***1.4 Salvation***

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

results of salvation include justification, reconciliation, regeneration, righteousness, and sanctification.

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

### ***1.5 The Christian Life***

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

The Christian life, while joyful and fulfilling, still includes trials, tests and warfare against a spiritual enemy who takes advantage of our flesh to lure us into sinful behavior and independence

from God. Victory over these trials, tests and attacks is provided to us through our faith in Christ's finished work on the cross that redeems us from the power of the enemy. (Romans 12:12, Ephesians 4:14-16, Galatians 5:16-26, Philippians 2:12-13)

### ***1.6 The Church***

The church is described in scripture as the Bride and Body of Christ. The church is comprised of those who through the miracle of salvation and the new birth have been baptized by the Spirit into His Body. The command of Christ for the church is to fulfill His commission, to go unto all the world, to proclaim the good news, to disciple believers to maturity and to equip the saints for ministry. The church is governed by the office of Elder according to scripture. It is essential to the unity and wellbeing of the church that membership function under authority. Scriptural standards and patterns of church discipline and instruction are practiced by the leadership of the church. (Mark 16:15-18; Matthew 28:18-20; 1 Corinthians 12:12-14; Acts 20:28; Titus 1:5-11; Titus 3:10)

### ***1.7 Water Baptism and Communion***

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

commemoration of the death of the Lord and is done in remembrance of Him until He comes again and is a sign of our participation in Him. Both institutions are reserved for believers. (Acts 2:38, Mark 16:16, Matthew 28:19, Colossians 2:12-13, Luke 22:19-20, 1 Corinthians 15:23-26)

### ***1.8 Eschatology***

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

### ***1.9 Biblical Marriage***

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

### **1.10 Sex & Gender**

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

### **1.11 Statement of Faith Policy**

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

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

impression about any belief that is inconsistent with this Statement of Faith.

We believe this Statement of Faith is based upon God's will for human life as conveyed to us through the Scriptures, upon which the Church has been founded and anchored. Therefore, this Statement of Faith may only be amended by the unanimous vote of the Board of Elders. To be sure, this Statement of Faith is not subject to change through popular vote; referendum; prevailing opinion of members or the general public; influence of or interpretation by any government authority, agency, or official action; or legal developments on the local, state, or federal level.

## **2. Membership**

### **2.1 Eligibility**

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

### **2.2 Requirements for Membership Recognition**

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

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

### **2.3 Application**

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

### **2.4 Review of Membership**

The Church staff shall do periodic review of the Member Rolls ("**Member Rolls**") to maintain the current records of Members ("**Members**"). Members who no longer meet the requirements for membership as outlined in these Bylaws, or who are terminated pursuant to Section 2.5, will be removed from the Member Rolls.

### **2.5 Termination of Membership**

Members may be terminated in one of the following ways:

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

## **3. Governance**

### **3.1 Corporate Officers**

#### (A) President

The President of the Corporation shall be the Senior Pastor ("**President**" or "**Senior Pastor**") of the Church and shall remain President while holding the position of Senior Pastor. In the absence of the President, the Vice-President may represent the Corporation as the acting President.

#### (B) Vice-President

The Vice-President of the Corporation ("**Vice-President**") shall be an Elder who has been nominated by the President and approved by a two-thirds majority vote of the Board of Elders.

#### (C) Secretary / Treasurer

The Secretary / Treasurer of the Corporation ("**Corporate Secretary**" or "**Treasurer**") shall be an Elder who has been nominated by the President and approved by a two-thirds majority vote of the Board of Elders. As per the Code, the President and the Secretary may not

be the same person.

(D) Term of Office

As per the Code, the term of an Officer shall be no longer than three (3) years, provided, however, that Officer(s) may be elected to consecutive terms.

(E) Removal

The Vice-President and Corporate Secretary may be removed by the Board of Elders without cause (or upon a triggering event).

(F) Vacancies

In the event of a vacancy of either the Vice-President or Corporate Secretary, an Elder shall be nominated by the President and approved by a two-third majority vote of the Board of Elders. Vacancies of the President shall be governed by Section 3.4(D).

### **3.2 Board of Elders**

The Board of Elders (each an “**Elder**”, collectively “**Board of Elders**”) shall oversee the vision and direction of the Church through the Senior Pastor and his management of the staff. The term “Board of Elders” shall mean Board of Directors as required by the Code.

(A) Qualification

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

(B) Selection

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

(C) Number and Composition

The number of members comprising the Board of Elders shall be determined at the discretion of the existing Board of Elders, but in no event shall the Board of Elders be less than four (4) members. The Board of Elders shall be made up of both staff and non-staff Elders (“**Staff Elder**” and “**Non-Staff Elder**”) without consideration to the balance of numbers between the two groups.

(D) Term of Office

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

(E) Elder Leave of Absence

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

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

effect.

(2) Involuntary Leave of Absence:

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

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

(F) Nature and Function of Ministry

The ministry of the Office of Elder ("**Office of Elder**") shall include, but not be limited to, the following: the ability and authority to discharge all ecclesiastical and sacerdotal functions pertaining to the Church; including, baptizing, officiating in marriage

ceremonies, conducting funerals, administration of the Lord's Supper, counseling, preaching and teaching, and conducting the Church services and ministries. Elders provide the spiritual and governmental covering for the Members.

(G) Governance

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

- (1) Appoint, remove, and replace Corporate Officers in accordance with these bylaws;
- (2) Appoint, remove, and replace Officers of the Board of Elders in accordance with these bylaws;
- (3) Review, ratify, and support the vision of the Church;
- (4) Appoint, remove or replace the Senior Pastor and Chairman of the Board of Elders when necessary due to resignation, death, disqualifying conduct, or failure to fulfill their respective roles as determined by the Board of Elders;
- (5) Appoint or remove Elders to the Board of Elders;
- (6) Appoint or remove Ministering Elders ("**Ministering Elders**") to serve the congregation; Ministering Elders serve a spiritual function only and are not considered members of the Board of Elders;
- (7) Administrate the funds of the Church through approval of the annual Church budget;
- (8) Appoint independent auditors to audit the books, records, and

- accounts of the Church on an annual basis;
- (9) Periodically review and update the bylaws of the Church;
  - (10) Oversee board membership for Trinity Fellowship integrated auxiliaries.
  - (11) Resolve issues relating to the operation of the Church. In the event the Board of Elders is unable to resolve an issue of such a critical nature that it negatively impedes the functional operation or governance of the Church, such issue shall be referred to the Church Apostolic Board ( "**Apostolic Board**") for resolution;
  - (12) Appoint and remove all Trinity Fellowship Campus Corporate Officers; and
  - (13) Appoint and remove members of Trinity Fellowship Campus Boards of Directors.

#### (H) Ordination & Licensing

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

- (1) Men selected to serve as Elders on the Board of Elders of the Church shall be Ordained;

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

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

#### (i) Officers of the Board of Elders

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

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

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

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

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

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

- (1) Termination of membership at the Church;
- (2) Termination of employment at the Church;
- (3) Resignation (for personal reasons) in writing; or
- (4) By death.

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

An Elder may be removed from the Board of Elders for engaging in Biblically disqualifying conduct, or failure to perform at a leadership level expected of an Elder by a two-thirds majority vote of the Board of Elders. That said Elder ("**Awaiting Elder**") is excluded from voting. The Awaiting Elder may request, and upon consent of the Board of Elders, to appear before the Board of Elders and be heard on the issues serving as the basis for his removal.

(M) Regular Meetings

Regular meetings of the Board of Elders may be held at least once annually with at least one (1) days' notice at such time and place as will be determined from time to time by the Board of Elders.

(N) Special Meetings

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

(O) Action Without Meeting

The Elders may take action without a meeting, without prior notice, and without a vote only if Elders possessing enough votes to take action sign a written consent(s) that specify the action so taken. The signed consent, or a signed copy, will be placed in the Church's record book.

(P) Subcommittees

The Board of Elders may create Subcommittees ("**Subcommittees**") to conduct administrative oversight and perform Elder business as the Board of Elders deems necessary. The Subcommittee will have a designated purpose and a defined scope of

authority. The individuals comprising the Subcommittee and the method of appointing the Subcommittee members will be defined when the group is established.

The Subcommittee will be created by a two-thirds majority vote of the Board of Elders at a regularly scheduled meeting or special called meeting for the purpose of establishing the Subcommittee. The Subcommittee will serve until dissolved by a two-thirds majority vote of the Board of Elders.

*(Q) Polling*

The Elders or a Subcommittee may be polled for decisions when it is unfeasible to hold an in-person meeting for conducting business. Polling shall be by telephone or electronic means that allows each person taking part in the meeting to communicate with all other persons in the meeting, with a good faith attempt made to contact every Elder, or member of the Subcommittee. A quorum of two-thirds is required. Only the Chairman or his designee may authorize the polling. Official action will require the unanimous vote of those Elders who respond within 24 hours provided, however, a quorum is met.

*(R) Quorum*

A two-thirds majority of the Board of Elders shall constitute a quorum for the conduct of business. Proxy voting by absent Elders is not permitted.

*(S) Voting*

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

### ***3.3 Church Apostolic Board***

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

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

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

### ***3.4 Office of the Senior Pastor***

*(A) Singular Headship*

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

*(B) Staff*

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

*(C) Responsibility and Assignment*

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

Subcommittee established for that purpose.

The Senior Pastor is responsible to direct and lead all activities and ministries of Trinity Fellowship Church in accordance with the provisions of these Bylaws. The Senior Pastor and his delegates have the authority to organize the staff, terminate employees, and fill vacant positions within the budget.

*(D) Selection of Senior Pastor*

In the event the position of Senior Pastor is vacated, or removed pursuant to Section 3.4(E), the Board of Elders shall form a Nomination Subcommittee ("**Nomination Subcommittee**") comprising of no less than 5 Elders who shall select a candidate. The name of the candidate shall be presented to the Board of Elders. The Senior Pastor shall be appointed by a two-thirds majority vote of the Board of Elders.

*(E) Removal of Senior Pastor.*

The Senior Pastor may be removed by a two-thirds majority vote of the Board of Elders.

### **3.5 Amendment of Bylaws**

These Bylaws may be amended by two-thirds majority vote of the Board of Elders.

## **4. Finance and Property**

*4.1 Borrowing*

Except as provided for in Section 4.2, the Corporation may borrow money and/or mortgage property only upon approval of the Board of Elders. Two Corporate Officers shall execute all

documents in this regard.

*4.2 Short-Term Borrowing*

Two Corporate Officers may borrow funds for a period of less than one (1) year with the cumulative amount not to exceed 5% of the total annual budgeted expenditures for the current year.

*4.3 Property*

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

*4.4 Annual Audit*

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

*4.5 Annual Report*

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

*4.6 Church Year*

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

## **5. Autonomy**

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

## 6. Ethics Concern Reporting Policy

The Church requires all of its Elders, Officers, employees and volunteers to observe the high standard of biblical ethics in the conduct of their duties and responsibilities. Therefore, if an Elder, Officer, employee, volunteer or Member of the Church reasonably believes that the Church, by and through its Elders, Officers, employees, volunteers or Members, is in violation of applicable law or regulation, or any policy or procedure, or any other biblical ethic, then that individual shall make a formal complaint with either their supervisor or with a member of the Board of Elders of the Church.

- (1) No Retaliation: No reporting individual who, in good faith, reports a violation shall suffer harassment, retaliation, or adverse employment consequence. An employee or representative of the Church who retaliates against a reporting individual who has reported a violation in good faith is subject to discipline up to, and including, termination of employment and/or dismissal from Church membership.
- (2) Malicious Allegations: The Board of Elders recognizes that intentionally untruthful, malicious, erroneous, or harassing allegations would be damaging to the mission, integrity, and moral of the Church or the reputation of the accused individual. The

safeguards stated in this policy do not apply to individuals who make such complaints. Such allegations may result in disciplinary action, including but not limited to termination of employment and/or dismissal from Church membership.

## 7. Miscellaneous Provisions

### 7.1 Legal Authorities Governing Construction of Bylaws.

These Bylaws will be construed under Texas law. All references in these Bylaws to statutes, regulations, or other sources of legal authority will refer to the authorities cited, or their successors, as they may be amended from time to time.

### 7.2 Legal Construction.

To the greatest extent possible, these Bylaws shall be construed to conform to all legal requirements and all requirements for obtaining and maintaining all tax exemptions that may be available to nonprofit corporations. If any bylaw provision is held invalid, illegal, or unenforceable in any respect, the invalidity, illegality, or unenforceability will not affect any other provision, and the Bylaws will be construed as if they had not included the invalid, illegal, or unenforceable provision.

### 7.3 Headings.

The headings used in the Bylaws are for convenience and may not be considered in construing the bylaws.

### 7.4 Number.

All singular words include the plural, and all plural words include the singular.

#### 7.5 Parties Bound.

The Bylaws will bind and inure to the benefit of the directors, officers, and committee members of the Corporation and their respective heirs, executors, administrators, legal representatives, successors, and assigns except as the Bylaws otherwise provide.

#### 7.6 Dissolution.

In the event of the dissolution of the Corporation or the winding up of its affairs, the assets of the Corporation and rights thereto shall not be transferred to private ownership, but shall be distributed exclusively to charitable, religious, scientific, literary, or educational organizations which would then qualify under the provisions of Section 501(c)(3) of the Internal Revenue Code and its regulations as they now exist or as they may hereafter be amended, which are exempt from federal income taxation under Section 501(a) of the Internal Revenue Code or corresponding provisions hereafter in effect.

#### 7.7 Severability

If any provision in these Bylaws is invalid, the remaining provisions will nevertheless continue in full force and effect without being impaired or invalidated in any way.