

**BYLAWS
OF
PHOENIX BIBLE CHURCH
(an Arizona nonprofit corporation)**

These Bylaws (the "Bylaws") are effective as of the Effective Date, as defined below.

ARTICLE 1. NAME

1.1 Corporate Name. The name of this nonprofit corporation is: PHOENIX BIBLE CHURCH, an Arizona nonprofit corporation (the "Corporation" or the "Church").

1.2 Church. The word "Church" refers to the "Congregation" as a body of believers who worship together. This Church has chosen to function in the form of a nonprofit corporation to obtain the protections afforded to corporations by Arizona law. Following the history and traditions of the Church, elders, deacons, etc. may be appointed as part of the Scriptural life of the Church. These positions, however, are neither "officers" nor directors of the Corporation for the purposes of Arizona corporate law.

1.3 Directors. The general management of the business, property, and affairs of the Corporation is vested in a Board of Directors (the "Board") and by committees appointed by the Board as further described below. For the purposes of Arizona corporate law, the words "Board" and "Director" shall be interpreted as referring to the members of the "Board of Directors" of the Corporation.

ARTICLE 2. PRINCIPAL OFFICE & STATUTORY AGENT

The principal office and statutory agent for service of process of the Corporation are listed in the Articles of Incorporation as amended or restated from time to time (the "Articles") or as otherwise designated by the Board in the official records of the Arizona Corporation Commission.

ARTICLE 3. PURPOSES

3.1 Purpose. The purpose of this Corporation is exclusively charitable as described in the Articles. The character of the affairs which the Corporation initially intends to conduct is to assist the Church as a body of believers to glorify God by making disciples of all people; disciples who manifest their maturity by exalting God in worship, by edifying and equipping believers for service, and by evangelizing nonbelievers in accordance with the Statement of Belief attached as Exhibit A to these Bylaws.

3.2 Definition of Marriage. As a Scriptural matter, all those who voluntarily associate with this Corporation, as a Covenant Member or otherwise, are deemed to acknowledge that the Church's interpretation of Scripture includes the definition of marriage as the union between only one man and one woman and excludes homosexual relationships and excludes civil unions, as set forth as Exhibit B.

3.3 Tax Exemption. This Corporation is organized exclusively for one or more of the purposes as specified in Section 501(c)(3) of the Internal Revenue Code of 1986, as amended (the "Code"), including making distributions to other organizations which qualify as tax exempt charitable organizations under Section 501(c)(3) of the Code. These Bylaws shall be interpreted as necessary to comply with the Arizona Revised Statutes for nonprofit corporations and federal law governing charitable organizations; provided, however, that the Church reserves the right in all cases to object to the application of civil law to the extent it violates its Constitutional rights.

3.4 Honoring the Freedom to Worship. The Corporation seeks the greatest possible protection under the First Amendment to the Constitution of the United States of America and under similar provisions

of the Arizona Constitution regarding the free exercise of religion as protected by the deference doctrine announced by the United States Supreme Court. These Bylaws are not intended to govern the operation of the Church as an ecclesiastical body of believers.

ARTICLE 4. MEMBERSHIP

4.1 No Members. As permitted by A.R.S. §10-3603, the Corporation does not have “members”, as defined in A.R.S. §§ 10-3140(37).

4.2 Covenant Members. Anyone who accepts the Statement of Belief in good faith in accordance with the policies, procedures, requirements, direction, interpretation, and application of the Governing Authority, as defined below, may, in the Church’s sole and absolute discretion, be admitted as a voluntary “Covenant Member” of the Church

4.3 No Right to Vote. As provided by A.R.S. § 10-3721, Covenant Members have no right to vote on matters of corporate governance or otherwise.

4.4 Meetings of the Congregation. Meetings of the Congregation are held in the free exercise of the practice of religion by the Congregation and are not a matter of corporate governance.

4.4.1 As such, Congregation Meetings may be called from time to time by the Governing Authority or by the Board for items such as reports regarding the finances of the Church, seeking the nonbinding input of the Congregation regarding new Board members, informing the Congregation of amendments to the Corporation’s Articles, Bylaws, policies, etc.

4.4.2 Covenant Members may attend and cast an advisory vote at Congregation Meetings upon request of the Board of Directors or the Governing Authority. These votes are advisory only, and shall have no binding effect on the actions of the Board or the Corporation.

4.4.3 As such, there is no requirement for formal notice, for establishing a quorum or for excluding non-members. However, the Governing Authority may adopt policies and procedures, including but not limited to, excluding non-members from confidential discipline proceedings as Scriptural matter.

4.5 Scriptural Disputes. The pastors (“Governing Authority”) are the final authority on all matters of interpretation and application of Scripture and in all matters regarding Scriptural discipline, including but not limited to, approval of applications for Covenant Membership, involuntary exclusion or sanction of a Covenant Member from the benefits of fellowship with the Church (a “Scriptural Dispute”), which are not required to be mediated or arbitrated. Reserving and exercising this right is an essential element of the Church’s free exercise of Religion under the Federal and State Constitutions and the Bill of Rights.

4.5.1 All those who voluntarily associate with the Church as a Covenant Member or otherwise are deemed to submit to this Scriptural authority and to acknowledge that there is no appeal from these rulings on Scriptural Disputes, which shall be resolved according to the Holy Scriptures and the Statement of Belief as interpreted and administered by the Governing Authority.

4.5.2 The Governing Authority may, however, in its sole and absolute discretion, subject a Scriptural Dispute to mediation and/or arbitration in accordance with Mediation & Arbitration Provisions attached as Exhibit C.

4.6 Internal Disputes. The Bible commands Christians to make every effort to live at peace and to resolve disputes with each other in private and within the Church (see Matthew 18:15-20; I Corinthians 6:1-8).

4.6.1 It is recommended that all “Internal Disputes” between the Covenant Members, pastors, staff, and volunteers should be resolved through mediation and/or arbitration as conducted by the Christian Conciliation Service defined on Exhibit C and not through the civil court system.

4.6.2 "Internal Disputes" include resolution of claims, demands, controversies, and differences arising out of participation in religious activities, travel, ministries, interpretation or enforcement of these Bylaws, the Articles, and policies of the Corporation, employment, contracts, and personal injury matters to the extent permitted by law or by other documents created pursuant to the implementation of this policy; provided, however, that Scriptural Disputes are excluded from the definition of "Internal Dispute," and provided further that this policy shall not be interpreted to prevent or delay reporting suspected criminal activity to appropriate law enforcement.

4.7 External Disputes. Covenant Members are encouraged to resolve disputes other than Internal Disputes and Scriptural Dispute ("External Disputes") through mediation and/or arbitration as conducted by the Christian Conciliation Service defined on Exhibit C. To the greatest extent possible, the Church seeks to avoid participation in the civil court system and seeks instead to resolve all disputes through a Christian Conciliation Service in accordance with the Scriptures.

ARTICLE 5. OFFICERS

5.1 Officers. The Officers of the Corporation should usually consist of:

5.1.1 President;

5.1.2 Secretary;

5.1.3 Treasurer; and

5.1.4 Vice Presidents, as determined by the Board.

5.2 President. All Officers report to the President. The President reports to the Board of Directors. The President ensures adequate communications among the various working committees, and directs the activities of all officers of the Corporation. The President usually chairs the meetings of the Board of Directors, although the Board may at its discretion, elect someone other than the President to chair the meetings of the Board of Directors. In the absence of the President, one of the Vice Presidents should chair the meeting.

5.3 Secretary/Treasurer. The office of Secretary/Treasurer may be filled by one individual or divided into the two separate offices of Secretary and Treasurer with an officer elected for each position. The duties of Secretary/Treasurer, listed below, may be allocated between those two offices. The Secretary/Treasurer is elected by the Board of Directors to oversee the administration of the Corporation, to direct the operating activities of the Corporation, and to perform other duties defined by the Board, including to:

5.3.1 Give notice of, and attend, all meetings of the Corporation and to arrange for taking and preserving accurate minutes of the meeting in written or recorded form;

5.3.2 Keep a list of the Covenant Members of the Corporation;

5.3.3 Prepare an annual report of the finances, transactions and condition of the Corporation;

5.3.4 Keep all books and records of the Corporation, and ensure that all accounting records are properly maintained;

5.3.5 Keep an account of all monies received and expended for use of the Corporation, and make disbursements authorized by the Executive Committee or other persons as the Board prescribes. All sums received shall be deposited in the bank or banks approved by the Board. This officer shall report at the annual meeting or when called upon by the President. Procedures and requirements for spending church funds may be specified by a resolution of the Board of Directors from time to time. Funds in excess of \$5,000 may be drawn only on signature of the Secretary/Treasurer and the President (or, in his absence, an Executive Committee Member designated by the President) after authorization and approval of the

Board of Directors. The funds, books and vouchers are at all times subject to verification and inspection of the Directors of this Corporation; and

5.3.6 Deliver to his successor all books, money and other property of the Corporation at the end of this Term.

5.4 Vice President and Other Officers. The Board of Directors may, from time to time, without amendment to these Restated Bylaws, elect one or more Vice Presidents who usually report to the President and perform specific duties identified by the Board.

5.5 Election of Officers. Corporate Officers are usually elected at the annual meeting of the Directors but may be elected at any properly noticed meeting. Candidates who receive a Majority of votes usually are elected for a three year Term. If no election is held, then the officers in place are deemed re-elected for an additional one year Term.

5.6 Removal. An officer may be removed with or without cause, from office by a Majority vote of the Board when, in the Board's sole and absolute judgment, the best interest of the Corporation will be served by removal.

5.7 Vacancies. A vacancy because of death, resignation, removal, disqualification, or otherwise, may be filled by the Board of Directors for the unexpired portion of the Term by a Majority vote of the Board.

ARTICLE 6. BOARD OF DIRECTORS

6.1 Board Composition. The Board ordinarily consists of not less than 3 and usually not more than 9 Directors, all of whom will usually be Covenant Members of the Church. The Board may choose a Director to act as a Chair of the Board.

6.2 Changes. The Board may, by a Majority vote, change the number of Directors serving on the Board (but to no less than three). Per A.R.S. § 10-3805, a decrease in the number of Directors or Term of office does not shorten the Term of an incumbent Director.

6.3 Election of Directors. New Directors are usually elected by the existing Directors by a Majority vote with the consent of the Governing Authority. This election usually occurs at the Annual Meeting of the Board, but may be elected at any properly noticed meeting.

6.4 Term of Directors. Directors should serve for the "Term" designated by the Board. If no specific Term is designated, then the Director usually serve a 3 year Term. A Director may not serve for more than 9 consecutive years without taking a year off. Despite the expiration of a Director's Term, a Director continues to hold office until the Director's successor is elected, or until the Director's resignation or removal. Service prior to the Effective Date may be counted toward the foregoing Term limits in the discretion of the Board.

6.5 Removal. A Director may be removed with or without cause from the Board by a majority vote of the Board when, in the Board's sole and absolute judgment, the best interest of the Corporation will be served by such removal.

6.6 Vacancies. A vacancy on the Board because of death, resignation, removal, disqualification, or otherwise may be filled by the Board for the unexpired portion of the Term by a majority vote of the Board.

6.7 Board Meetings and Notice.

6.7.1 Regular Meetings. Per A.R.S. § 10-3820, if the time and place of a Board meeting is fixed by the Bylaws or the Board, then the meeting is a regular meeting and may be held without notice of the date, time, place, or purpose.

6.7.2 Special Meetings. All other meetings are "Special Meetings". Special Meetings may be called by the President or by 20% of the Directors then in office. Per A.R.S 10-3822, notice of a Special

Meetings of the Board must be given at least two days in advance by written notice delivered personally, by telephone, by email, or sent by mail or fax to each Director at his/her address as shown on the records of the Corporation; provided, however, that in an urgent circumstance a Special Meeting may be held without prior notice, provided a quorum is present. The purpose of a Special Meeting need not be specified in the notice.

6.7.3 Annual Meeting. There should ordinarily be an annual meeting of the Board, at which time the Board, among taking any other appropriate action, should select a President to serve for the coming year and may elect other corporate officers and Directors and should also discuss new and continuing committee appointments for the coming year. The Board may specify which of its meetings is to be considered the annual meeting.

6.8 Waiver. Directors may waive notice of a meeting. The attendance of a Director constitutes a waiver of notice of the meeting, unless a Director attends for the express purpose of objecting to the transaction of business because the meeting is not lawfully called or convened. Unless otherwise provided by law, when notice is required to be given to a Director, a written waiver, signed by the person entitled to notice, is equivalent to prior notice.

6.9 Quorum. The presence of a majority of the Directors constitutes a quorum.

6.10 Majority. The vote of at least 51% of those Directors present and voting at a Board meeting at which a quorum is present constitutes a "Majority" vote. Unless otherwise specified, all business of the Board is usually decided by a Majority vote.

6.11 Attendance. A determination by the Board that a Director has an unsatisfactory record of attendance at Board meetings or that a Director's behavior is contrary to the best interests of the Corporation constitutes grounds for removal of the director "for cause".

6.12 Reimbursement. Directors shall not receive salary or remuneration for their services, but by resolution of the Board, may be reimbursed for reasonable expenses actually incurred in connection with attendance at Board meetings.

6.13 Electronic Meetings. Directors may participate in Board meetings through use of conference telephone or similar electronic communications equipment, so long as all participating Directors can hear one another. Participation in a meeting pursuant to this section constitutes presence in person at the meeting.

6.14 Action Without a Meeting. Action required or permitted to be taken at a Board meeting may be taken without a meeting if the action is taken by that number of Directors necessary to approve the action had a meeting taken place. The action must be evidenced by one or more written consents describing the action taken, signed by each Director consenting to the action, and included in the minutes filed with the corporate records of the Corporation reflecting the action taken. Consent may be given by mail, facsimile transmission, or by electronic mail and may be signed using an electronic signature. Such consents shall be treated for all purposes as a vote at a meeting.

6.15 Standard of Care of Directors. Directors shall discharge their duties, including duties as committee members, in good faith, with ordinary care, and in a manner they reasonably believe to be in the best interest of the Corporation.

6.15.1 Duty of Care. "Ordinary Care" is care that ordinarily prudent persons in similar positions would exercise under similar circumstances. In the discharge of a duty imposed or power conferred on Directors, they may in good faith rely on information, opinions, reports, or statements, including financial statements and other financial data prepared or presented by officers and employees of the Corporation, professional advisors, or experts, such as accountants or attorneys.

6.15.2 Good Faith. A Director is not relying in good faith if the Director has knowledge concerning a matter in question that renders reliance unwarranted.

6.15.3 Trustee. Directors are not deemed to have the duties of a trustee (i.e., of a trust) with respect to the Corporation or with respect to property held or administered by the Corporation, including property subject to restrictions imposed by the donor or transferor of the property.

6.16 Special Topics Requiring Approval of the Directors. These “Special Topics” require approval of a Special Majority, i.e., 66% of the Directors (the “Vote”) (unless otherwise directed in these Restated Bylaws or State Law):

6.16.1 The call or dismissal of the Senior Pastor;

6.16.2 “Transfer” (i.e., purchase, sale or long term lease (in excess of 10 years) of all or substantially all of the real property owned by the Corporation to an unrelated third party;

6.16.3 In determining whether the proposed Transfer is to an “unrelated third party”, the Board shall be guided by the laws, rules and regulations of the Internal Revenue Service. A Transfer to a legal entity which qualifies under Section 501C(1) - (17) of the Internal Revenue Code, as amended from time to time, as a “Support Organization” is not deemed a “Transfer” to an unrelated third party (i.e., is not a “Special Topic”);

6.16.4 An action to merge or dissolve the Church as a corporation;

6.16.5 Amending or restating the Articles of Incorporation;

6.16.6 Approval of the Annual Budget; and

6.16.7 Amendment of the Statement of Belief of the Church; [and approval of the Governing Authority].

ARTICLE 7. COMMITTEES

7.1 Committees. The Board may establish one or more committees from time to time, which should be terminated when the purpose for which they are established is complete, unless otherwise specified. When creating committees, the Board is encouraged to specify a termination date.

7.2 Nominating Committee. From time to time, the Board may appoint a Nominating Committee. The Nominating Committee may develop a proposed slate of candidates for vacancies on the Board, subject to the Governing Authority’s approval.

7.3 Executive Committee. The Board may elect some of its Directors to act as an “Executive Committee” to be responsible for day-to-day governance of the Corporation's affairs. The Executive Committee may execute orders, votes, and resolutions of the Board which are not otherwise self-executing and perform other duties assigned to it by the Board; provided, however, that the Executive Committee may not take any actions prohibited by A.R.S. § 10-3825. The Executive Committee should include the President and/or the Chair of the Board of Directors, if any.

7.3.1 Executive Committee Membership. The Executive Committee should usually consist of three to five Directors. Executive Committee Members serve the Terms specified by the Board. If an Executive Committee Member is no longer serving, whether by non-eligibility or choice, the Board may elect a replacement to complete his Term.

7.3.2 Executive Committee Chair. The President usually chairs meetings of the Executive Committee. In his absence the Committee may select another person to chair the meeting.

7.3.3 Executive Committee Meetings. The Executive Committee meets at a time and place determined by the President and/or the Chair of the Board, if any.

7.3.4 Election of Executive Committee. Election of Executive Committee Members may take place at any meeting of the Board.

ARTICLE 8. AMENDMENTS

8.1 Majority Vote. These Bylaws may be amended, replaced, or altered, in whole or in part, by a 66% vote of the Directors (as a Special Topic as defined above). [The Governing Authority must also consent to amendments to the Bylaws.]

ARTICLE 9. INDEMNIFICATION

9.1 Indemnification. The Corporation shall indemnify all current and former Directors, officers, and Board committee members of the Corporation (each, an “Indemnified Person”) to the fullest extent from time to time permitted by the Arizona Nonprofit Corporation Act, as amended and superseded, for any and all expenses and liabilities of any kind or nature whatsoever arising out of or in connection with any of the following (a “Proceeding”): any threatened, pending, or completed action, suit, or proceeding, whether civil, criminal, administrative, or investigative and whether formal or informal, in which the Indemnified Person is involved, whether as a party, witness, or otherwise, because the Indemnified Person is or was a Director or officer or Board committee member of the Corporation or otherwise relating to any action taken, or any failure to take any action, as a Director or officer Board committee member of the Corporation.

9.2 Advance Payment of Expenses. Unless the Board, by affirmative vote of at least 66% of the Directors then in office, acting in good faith and upon the advice of counsel, concludes that an Indemnified Person has, beyond a reasonable doubt, engaged in conduct for which the Indemnified Person would not ultimately be entitled to indemnification under these Bylaws, the Corporation shall pay for or reimburse the reasonable expenses incurred by any Indemnified Person involved in a Proceeding in advance of the final disposition of the Proceeding if both of the following conditions exist: (a) the Indemnified Person furnishes to the Corporation a written affirmation of the Indemnified Person’s good faith belief that he or she has met any applicable statutory standard of conduct relevant to determining such Indemnified Person’s eligibility for indemnification under these Bylaws; and (b) the Indemnified Person furnishes to the Corporation a written undertaking to repay the advance if it is ultimately determined that he or she is not entitled to indemnification under Section 9.1 of these Bylaws.

9.3 Insurance. The Corporation is encouraged, but not required, to purchase and maintain such policies of insurance as are customary for corporations similarly situated to the Corporation for the protection of the Indemnified Persons in their service to the Corporation, whether or not the Corporation would have the power to indemnify such Indemnified Persons for their service.

9.4 Board Action. The Board shall take all action as may be reasonably necessary and appropriate to authorize the Corporation to provide indemnification and advance expenses as required by this Article and applicable law, including, without limitation, to the extent needed, making a good faith evaluation of the manner in which the claimant for indemnity or expenses acted and of the reasonable amount of indemnity or expenses due him or her.

9.5 Cumulative Rights. The rights set forth in this Article are non-exclusive, cumulative with, and in addition to other rights to which an Indemnified Person may be entitled as a matter of law, by contract or otherwise.

9.6 Reliance. Unless the Board finds to the contrary by a 66% vote, the Indemnified Persons shall be deemed to be serving in their respective positions or to have previously done so in reliance upon, and as consideration for, the rights provided under this Article. Repeal or modification of this Article does not affect rights or obligations existing or accruing prior to repeal or modification. The rights provided for in this Article inure to the benefit of the legal representatives and heirs of an Indemnified person.

ARTICLE 10. GENERAL

10.1 Contracts. The Board may authorize the Executive Committee, any officer, or agent, in addition to the officers authorized by these Bylaws, to sign contracts or to execute and deliver instruments in the name of and on behalf of the Corporation. Authority may be general or may be limited to specific situations.

10.2 Loans. Loans which are secured by a lien on the Church's real property may be contracted on behalf of the Corporation only if authorized in writing by a resolution of the Board of Directors. Authority may be general or confined to specific instances. Corporate funds should never be loaned to an officer or director of the Corporation.

10.3 Deposits. All funds of the Corporation not otherwise employed shall be deposited from time to time to credit of the Corporation in banks, trust companies, or other depositories selected by the Board or the Treasurer.

10.4 Finances. This Corporation is neither intended as, nor shall it operate as, a profit-making organization, nor is it founded with the expectation of making a profit. This Corporation shall use its funds only for purposes specified in the Articles and these Bylaws.

10.5 Fiscal Year. The fiscal year of the Corporation is the calendar year, unless otherwise specified by the Board.

10.6 Bonding. Persons entrusted with the handling of Corporation funds should ordinarily be qualified to receive, and may be covered by, a suitable fidelity bond at Corporate expense.

10.7 Corporate Seal. The Board may, but is not required to, provide a corporate seal.

10.8 Inspection and Copying. Directors and officers may inspect and receive copies of the books and records of the Corporation only for a proper purpose (i.e., one not contrary to the best interest of the Corporation and its Covenant Members) by submitting a written request to the Board. Covenant Members are not authorized to review books and records. They may receive financial statements upon reasonable request.

10.8.1 The Internal Revenue Service requires that copies to be made available to the legitimate, requesting public. The Corporation shall respond as required by Internal Revenue Service guidelines to requests from the public for copies of the Corporation's Form 1023 and Form 990, if any. The Corporation should use reasonable efforts to maintain a file containing all documents required by the Internal Revenue Service to be made available to the public.

10.8.2 A person entitled by law to inspect the Corporation's books and records may do so at a reasonable time as required by Internal Revenue Regulations, if any, after the Corporation's receipt of a proper written request.

10.8.3 The Board of Directors may establish reasonable fees for copying the Corporation's books and records. The fees may cover the cost of materials and labor, but may not exceed the Internal Revenue Service guidelines for providing copies.

ARTICLE 11. DISSOLUTION

11.1 Vote. The Corporation may be dissolved by vote of the Directors as a Special Topic as defined above.

11.2 Distribution. If the Corporation is dissolved, then its property shall be distributed only for charitable purposes according to the Articles as determined by the Board in accordance with the Code and as provided in the Articles, if any.

ARTICLE 12. GOVERNING LAW , NON-LIABILITY, OTHER POLICIES & EMPLOYEES

12.1 Arizona Law. These Bylaws and the governance of the Corporation shall at all times conform to the Arizona Nonprofit Corporation Act, as amended and superseded, to federal law governing nonprofit corporations.

12.2 Non-Liability. Covenant Members are not partners for any purpose. No Covenant Member, Director, officer, agent, employee or volunteer ("Person") is liable for the acts or failure to act of any other Person. Nor shall any Person be liable for acts or failure to act under these Bylaws, excepting only acts or omissions arising out of willful misfeasance. An action taken by this Corporation shall not create personal legal liability on these Persons.

12.3 Other Policies. A Conflict of Interest, Record Retention and Whistle-Blowers policies as recommended by the Internal Revenue Service should be considered for adoption by the Board.

12.4 Employees. The Corporation may employ persons as the Board deems necessary, and fix the title, salary and other considerations of employment. All employees report to the President and/or the Senior Pastor. Unless otherwise specifically provided in writing, all employment is "at will," and is administered in accordance with the laws of the State of Arizona. **The only benefits to be granted employees are those defined by written policy adopted by the Board.**

**CERTIFICATION OF ADOPTION
OF RESTATED BYLAWS**

The undersigned hereby certifies that:

(i) The undersigned is the duly elected Secretary of the Corporation;

(ii) These are the Restated Bylaws of the Corporation which were adopted by the vote of the Board of Directors of the Corporation; and

(iii) These Bylaws became effective at the Board meeting held on _____ 2016, (the "Effective Date").

IN WITNESS WHEREOF, I signed my name to be legally binding as of that date.

_____, Secretary

EXHIBIT A
Statement of Belief

In short we are a Jesus-centered, bible-based church. You can read more about what we believe below.

1. **The Tri-une God** - We believe in one God, eternally existing in three equally divine Persons: the Father, the Son, and the Holy Spirit, who know, love, and glorify one another. This one true and living God is infinitely perfect both in his love and in his holiness. He is the Creator of all things, visible and invisible, and is therefore worthy to receive all glory and adoration. Immortal and eternal, he perfectly and exhaustively knows the end from the beginning, sustains and sovereignly rules over all things, and providentially brings about his eternal good purposes to redeem a people for himself and restore his fallen creation, to the praise of his glorious grace.

2. **Revelation** - God has graciously disclosed his existence and power in the created order, and has supremely revealed himself to fallen human beings in the person of his Son, the incarnate Word. Moreover, this God is a speaking God who by his Spirit has graciously disclosed himself in human words: we believe that God has inspired the words preserved in the Scriptures, the sixty-six books of the Old and New Testaments, which are both record and means of his saving work in the world. These writings alone constitute the verbally inspired Word of God, which is utterly authoritative and without error in the original writings, complete in its revelation of his will for salvation, sufficient for all that God requires us to believe and do, and final in its authority over every domain of knowledge to which it speaks. We confess that both our finitude and our sinfulness preclude the possibility of knowing God's truth exhaustively, but we affirm that, enlightened by the Spirit of God, we can know God's revealed truth truly. The Bible is to be believed, as God's instruction, in all that it teaches; obeyed, as God's command, in all that it requires; and trusted, as God's pledge, in all that it promises. As God's people hear, believe, and do the Word, they are equipped as disciples of Christ and witnesses to the gospel.

3. **Creation of Humanity** - We believe that God created human beings, male and female, in his own image. Adam and Eve belonged to the created order that God himself declared to be very good, serving as God's agents to care for, manage, and govern creation, living in holy and devoted fellowship with their Maker. Men and women, equally made in the image of God, enjoy equal access to God by faith in Christ Jesus and are both called to move beyond passive self-indulgence to significant private and public engagement in family, church, and civic life. Adam and Eve were made to complement each other in a one-flesh union that establishes the only normative pattern of

sexual relations for men and women, such that marriage ultimately serves as a type of the union between Christ and his church. In God's wise purposes, men and women are not simply interchangeable, but rather they complement each other in mutually enriching ways. God ordains that they assume distinctive roles which reflect the loving relationship between Christ and the church, the husband exercising headship in a way that displays the caring, sacrificial love of Christ, and the wife submitting to her husband in a way that models the love of the church for her Lord. In the ministry of the church, both men and women are encouraged to serve Christ and to be developed to their full potential in the manifold ministries of the people of God. The distinctive leadership role within the church given to qualified men is grounded in creation, fall, and redemption and must not be sidelined by appeals to cultural developments.

4. **The Fall** - We believe that Adam, made in the image of God, distorted that image and forfeited his original blessedness—for himself and all his progeny—by falling into sin through Satan's temptation. As a result, all human beings are alienated from God, corrupted in every aspect of their being (e.g., physically, mentally, volitionally, emotionally, spiritually) and condemned finally and irrevocably to death—apart from God's own gracious intervention. The supreme need of all human beings is to be reconciled to the God under whose just and holy wrath we stand; the only hope of all human beings is the undeserved love of this same God, who alone can rescue us and restore us to himself.
5. **The Plan of God** - We believe that from all eternity God determined in grace to save a great multitude of guilty sinners from every tribe and language and people and nation, and to this end foreknew them and chose them. We believe that God justifies and sanctifies those who by grace have faith in Jesus, and that he will one day glorify them—all to the praise of his glorious grace. In love God commands and implores all people to repent and believe, having set his saving love on those he has chosen and having ordained Christ to be their Redeemer.
6. **The Gospel** - We believe that the gospel is the good news of Jesus Christ—God's very wisdom. Utter folly to the world, even though it is the power of God to those who are being saved, this good news is christological, centering on the cross and resurrection: the gospel is not proclaimed if Christ is not proclaimed, and the authentic Christ has not been proclaimed if his death and resurrection are not central (the message is: "Christ died for our sins . . . [and] was raised"). This good news is biblical (his death and resurrection are according to the Scriptures), theological and salvific (Christ died for our sins, to reconcile us to God), historical (if the saving events did not

happen, our faith is worthless, we are still in our sins, and we are to be pitied more than all others), apostolic (the message was entrusted to and transmitted by the apostles, who were witnesses of these saving events), and intensely personal (where it is received, believed, and held firmly, individual persons are saved).

7. **The Redemption of Christ** - We believe that, moved by love and in obedience to his Father, the eternal Son became human: the Word became flesh, fully God and fully human being, one Person in two natures. The man Jesus, the promised Messiah of Israel, was conceived through the miraculous agency of the Holy Spirit, and was born of the virgin Mary. He perfectly obeyed his heavenly Father, lived a sinless life, performed miraculous signs, was crucified under Pontius Pilate, arose bodily from the dead on the third day, and ascended into heaven. As the mediatorial King, he is seated at the right hand of God the Father, exercising in heaven and on earth all of God's sovereignty, and is our High Priest and righteous Advocate. We believe that by his incarnation, life, death, resurrection, and ascension, Jesus Christ acted as our representative and substitute. He did this so that in him we might become the righteousness of God: on the cross he canceled sin, propitiated God, and, by bearing the full penalty of our sins, reconciled to God all those who believe. By his resurrection Christ Jesus was vindicated by his Father, broke the power of death and defeated Satan who once had power over it, and brought everlasting life to all his people; by his ascension he has been forever exalted as Lord and has prepared a place for us to be with him. We believe that salvation is found in no one else, for there is no other name given under heaven by which we must be saved. Because God chose the lowly things of this world, the despised things, the things that are not, to nullify the things that are, no human being can ever boast before him—Christ Jesus has become for us wisdom from God—that is, our righteousness, holiness, and redemption.
8. **The Justification of Sinners** - We believe that Christ, by his obedience and death, fully discharged the debt of all those who are justified. By his sacrifice, he bore in our stead the punishment due us for our sins, making a proper, real, and full satisfaction to God's justice on our behalf. By his perfect obedience he satisfied the just demands of God on our behalf, since by faith alone that perfect obedience is credited to all who trust in Christ alone for their acceptance with God. Inasmuch as Christ was given by the Father for us, and his obedience and punishment were accepted in place of our own, freely and not for anything in us, this justification is solely of free grace, in order that both the exact justice and the rich grace of God might be glorified in the

justification of sinners. We believe that a zeal for personal and public obedience flows from this free justification.

9. **The Power of the Holy Spirit** - We believe that this salvation, attested in all Scripture and secured by Jesus Christ, is applied to his people by the Holy Spirit. Sent by the Father and the Son, the Holy Spirit glorifies the Lord Jesus Christ, and, as the other Paraclete, is present with and in believers. He convicts the world of sin, righteousness, and judgment, and by his powerful and mysterious work regenerates spiritually dead sinners, awakening them to repentance and faith, and in him they are baptized into union with the Lord Jesus, such that they are justified before God by grace alone through faith alone in Jesus Christ alone. By the Spirit's agency, believers are renewed, sanctified, and adopted into God's family; they participate in the divine nature and receive his sovereignly distributed gifts. The Holy Spirit is himself the down payment of the promised inheritance, and in this age indwells, guides, instructs, equips, revives, and empowers believers for Christ-like living and service.

10. **The Kingdom of God** - We believe that those who have been saved by the grace of God through union with Christ by faith and through regeneration by the Holy Spirit enter the kingdom of God and delight in the blessings of the new covenant: the forgiveness of sins, the inward transformation that awakens a desire to glorify, trust, and obey God, and the prospect of the glory yet to be revealed. Good works constitute indispensable evidence of saving grace. Living as salt in a world that is decaying and light in a world that is dark, believers should neither withdraw into seclusion from the world, nor become indistinguishable from it: rather, we are to do good to the city, for all the glory and honor of the nations is to be offered up to the living God. Recognizing whose created order this is, and because we are citizens of God's kingdom, we are to love our neighbors as ourselves, doing good to all, especially to those who belong to the household of God. The kingdom of God, already present but not fully realized, is the exercise of God's sovereignty in the world toward the eventual redemption of all creation. The kingdom of God is an invasive power that plunders Satan's dark kingdom and regenerates and renovates through repentance and faith the lives of individuals rescued from that kingdom. It therefore inevitably establishes a new community of human life together under God.

11. **God's New People** - We believe that God's new covenant people have already come to the heavenly Jerusalem; they are already seated with Christ in the heavenlies. This universal church is manifest in local churches of which Christ is the only Head; thus each "local church" is, in fact,

the church, the household of God, the assembly of the living God, and the pillar and foundation of the truth. The church is the body of Christ, the apple of his eye, graven on his hands, and he has pledged himself to her forever. The church is distinguished by her gospel message, her sacred ordinances, her discipline, her great mission, and, above all, by her love for God, and by her members' love for one another and for the world. Crucially, this gospel we cherish has both personal and corporate dimensions, neither of which may properly be overlooked. Christ Jesus is our peace: he has not only brought about peace with God, but also peace between alienated peoples. His purpose was to create in himself one new humanity, thus making peace, and in one body to reconcile both Jew and Gentile to God through the cross, by which he put to death their hostility. The church serves as a sign of God's future new world when its members live for the service of one another and their neighbors, rather than for self-focus. The church is the corporate dwelling place of God's Spirit, and the continuing witness to God in the world.

12. **Baptism and the Lord's Supper** - We believe that baptism and the Lord's Supper are ordained by the Lord Jesus himself. The former is connected with entrance into the new covenant community, the latter with ongoing covenant renewal. Together they are simultaneously God's pledge to us, divinely ordained means of grace, our public vows of submission to the once crucified and now resurrected Christ, and anticipations of his return and of the consummation of all things.

13. **The Restoration of All Things** - We believe in the personal, glorious, and bodily return of our Lord Jesus Christ with his holy angels, when he will exercise his role as final Judge, and his kingdom will be consummated. We believe in the bodily resurrection of both the just and the unjust—the unjust to judgment and eternal conscious punishment in hell, as our Lord himself taught, and the just to eternal blessedness in the presence of him who sits on the throne and of the Lamb, in the new heaven and the new earth, the home of righteousness. On that day the church will be presented faultless before God by the obedience, suffering and triumph of Christ, all sin purged and its wretched effects forever banished. God will be all in all and his people will be enthralled by the immediacy of his ineffable holiness, and everything will be to the praise of his glorious grace.

EXHIBIT B
Definition of Marriage

Adam and Eve were made to complement each other in a one-flesh union that establishes the only normative pattern of sexual relations for men and women, such that marriage ultimately serves as a type of the union between Christ and his church. In God's wise purposes, men and women are not simply interchangeable, but rather they complement each other in mutually enriching ways. God ordains that they assume distinctive roles which reflect the loving relationship between Christ and the church, the husband exercising headship in a way that displays the caring, sacrificial love of Christ, and the wife submitting to her husband in a way that models the love of the church for her Lord.

EXHIBIT C
Mandatory Mediation/Arbitration

Voluntary Venue for Resolving Disputes.

The Bible commands us to make every effort to live at peace and to resolve disputes with each other in private and within the Church (see Matthew 18:15-20; I Corinthians 6:1-8). As guided by our interpretation of the Scriptures, it is the official policy of our Church to encourage avoidance of participation in the civil litigation system for the resolution of all "Disputes", including, but not limited to, resolution of all claims, demands, controversies and differences arising out of participation in religious activities, interpretation, or enforcement of the Bylaws, Articles, and policies of the Corporation, including, but not limited to, employment, contracts and personal injury matters to the extent permitted by law or by other documents created pursuant to the implementation of this policy by or between all those who participate in religious activities, including, but not limited to, Covenant Members, officers, directors, elders, deacons, employees, agents, volunteers, guests, invitees, and the Corporation ("Person").

All Disputes between Persons involving the Church as a body of believers or involving the Corporation may be settled by biblically-based mediation, and if necessary, legally binding Arbitration in accordance with the Rules of Procedure for *Christian Conciliation of the Institute for Christian Conciliation*[™], a division of Peacemakers Ministries (complete text of rules available at www.Hispeace.org).

To the extent permitted by law, the Church requires all those defined as a "Person":

- (i) waive the right to file a lawsuit in civil court against the Corporation, or its officers, directors, or employees, except as necessary to enforce an Arbitration decision;
- (ii) resolve all Disputes between those defined as the Persons exclusively in accordance with these Mediation and Arbitration provisions; and,
- (iii) agree that the sole forum for resolution of Disputes will be in the County where the principal place of business of the Corporation is located and applying Arizona law.