

BYLAWS
OF
CHRIST COMMUNITY CHURCH

ARTICLE I

Offices; Fiscal Year; Purpose

Section 1.01. Registered Office. The registered office of the corporation, Christ Community Church of Camp Hill, in the Commonwealth of Pennsylvania shall be at 1201 Slate Hill Road, Camp Hill, Cumberland County, Pennsylvania until otherwise established by a vote of a majority of the Board of Directors, herein known as the Eldership Team, in office, and a statement of such change is filed in the Department of State; or until changed by an appropriate amendment of the articles of the church.

These bylaws assume that when there is a change of address of the principal office by action of the Eldership Team, the church shall notify the appropriate state agency pursuant to 15 Pa.C.S. § 5507(b).

Section 1.02. Fiscal Year. The fiscal year of the church shall be a calendar year beginning on the first day of January.

Section 1.03. Other Offices. The church may also have offices at such other places within or without the United States of America as deemed necessary.

Section 1.04. Purpose. The purpose of the church is to worship God according to the tenets of the Christian Faith as set forth in the Holy Bible and pursuant to the concepts of the Evangelical Protestant belief.

- (a) Christ Community Church follows the foundations of life as set forth in the Bible by the teachings of Jesus Christ and the inspired words of the Holy Spirit and the Father in Heaven.
- (b) Marriage and Human Sexuality

Sexual intimacy outside of the covenant of marriage (including but not limited to fornication, adultery, incest, homosexuality, pedophilia, polygamy, bestiality and transgender behavior) is incompatible with God's Word as recorded in the Bible.

As a result of the above described beliefs and the need to practice fidelity to these beliefs it is our policy that all ordained pastors, licensed ministers, leaders of any kind and members of Christ Community Church accept and adhere to these statements and all policies set forth. No pastor, leader or member shall officiate at any ceremony designed to solemnize, promote or approve any union other than one man and one woman (biologically designed at birth) as described above, nor will our facilities be used in any such ceremony or celebration.

ARTICLE II

Membership

Section 2.01. Classes of Members. There shall be one (1) class of members whose voting rights and interests shall be equal. Any person accepted into membership as provided in Section 2.02 (a) shall, with the approval of the Eldership Shepherding Team (EST), be entitled to exercise the right to vote and to exercise all other rights of members as specified under the Pennsylvania Non-profit Corporation Law of 1988 or as set forth in these bylaws. Therefore, all persons accepted into membership are voting members.

Section 2.02. Eligibility and Membership Requirements. The following procedure will govern the process of application and acceptance into membership of Christ Community Church:

- (a) Application shall be made to the Eldership Shepherding Team (EST).
- (b) Attendance of all prospective members at membership classes is required.
- (c) The Eldership Shepherding Team (EST) and/or designees shall arrange a meeting with the applicant(s) who shall give an interview discussing conversion and personal faith.
- (d) The accepted applicant(s) shall be publicly received into membership at one of the congregation's services.
- (e) A member must be eighteen (18) years or older.
- (f) It shall be the duty and expectation of every member to loyally and faithfully attend the services of the church.
- (g) Tithing. Through the principle of personal and consistent financial giving according to Malachi 3:10, each member, according to his ability, shall support the congregation in its ministry of a worldwide outreach for Jesus Christ.
- (h) All pastors, upon assuming a pastoral position on staff, and their spouse, as applicable, shall be considered members of this congregation.

Section 2.03. Withdrawals; Termination Transfer of Membership.

- (a) Any member of this church may withdraw from membership by written/verbal communication to a Pastor or Elder for any reason.
- (b) A letter of recommendation from the Eldership Shepherding Team (EST) shall be given upon request to any member who leaves the church in good standing.
- (c) If a member is absent from the annual congregational meeting for three (3) consecutive years, unless excused for good and sufficient reason, the individual may be removed from membership with notification.

Section 2.04. Discipline.

- (a) Should any member, by sinful and ungodly life or by heresy, bring dishonor upon or be offensive to the Lord, such membership may be terminated if the Eldership Shepherding Team (EST) so decides. However, he or she shall first be dealt with in a loving and Christian spirit according to Matthew 18:15-18, Galatians 6:1-2, Titus 3:10-11 and Timothy 5:19-22, so that he or she may be restored to the will of God.
- (b) A member whose membership was terminated because of a sinful life may be readmitted, if the Eldership Shepherding Team (EST) so decides, when evidence is shown that he or she has become repentant and is living in fellowship with God.
- (c) Members who absent themselves from the church services and fail to support or participate in the congregation for a period of one (1) year shall be contacted by phone or in writing. The Eldership Shepherding Team (EST), after inquiry, has the right to remove such members from the church membership list.
- (d) Whenever possible, disciplinary matters shall be dealt with by a small team of Elders as approved by the Eldership Shepherding Team (EST) and/or their designees.

ARTICLE III

Meetings of Members

Section 3.01. Place of Meeting. All meetings of the members of the church shall be held at the registered office of the church unless another place is designated by the Eldership Shepherding Team (EST) in the notice of such meeting. Public church services shall be held weekly and as decided by the Eldership Shepherding Team (EST).

Section 3.02. Communion Services. A communion service shall be held on a regular basis as established by the Eldership Shepherding Team (EST). Communion services are open to all Christians.

Section 3.03. Annual Meeting. A congregational business meeting shall be held each year. The order of business at any annual meeting of the members shall be determined by the Eldership Shepherding Team (EST) prior to the meeting.

- (a) A quorum, consisting of twenty-five (25) percent of the active membership, is required to be present to conduct an annual meeting. Action on normal resolution or matters set forth requires a majority vote. Action on property requires two-thirds (2/3) majority vote of those members present.
- (b) The confirmation and installation of new elders shall take place at the annual congregational meeting unless deemed necessary for another meeting.

Section 3.04. Special Meeting. Only the Eldership Shepherding Team (EST) may call special congregational meetings. Any such meeting shall be held at such time and place as shall be designated in Section 3.05, Notice of Meetings.

Section 3.05. Notice of Meetings. Written notice of the annual meeting of the members shall be published at least five (5) days prior to the day named for the meeting. Written notice of any special meeting shall be published at least ten (10) days prior to the day named for the meeting. Every notice of a special meeting shall state briefly the purpose or purposes thereof, and no business, other than that specified shall be conducted at the special meeting. Attendance at any meeting, whether annual or special, shall be a waiver of notice thereof.

Section 3.06. Quorum, Manner of Acting and Adjournment.

- (a) At any duly organized meeting of the members, including annual and special meetings, the presence of at least twenty-five (25) percent of the members shall constitute a quorum. The members present can continue to do business until adjournment.
- (b) Except as otherwise specified in these bylaws or provided by law, the acts of a majority of members present shall be the acts of the members.

Section 3.07. Organization. At every meeting of the members, the Chairman of the Eldership Team or designee shall preside, or in the case of a vacancy in office or absence of the Chairman, the Vice-Chairman or Church Secretary, in such order, shall preside.

Section 3.08. Voting. Every member attending shall be entitled to one (1) vote. There shall be no proxy voting.

ARTICLE IV

Pastors and Elders Selection and Qualifications

Section 4.01. Selection of Pastors. All new pastoral positions must be recommended and approved by the Senior Pastor and the Eldership Shepherding Team (EST), except for the position of Senior Pastor, which is provided for in Section 4.01(a) (ii).

- (a) The following steps shall be followed in choosing a pastor.
 - (i) The Eldership Shepherding Team (EST) shall define the particular qualities expected in a pastor for a specific position, and shall evaluate the qualifications of candidates for the position. This evaluation shall include such areas as the candidate's training, experience, reputation, ministerial standing, doctrine, availability and character. All pastors must be men and women who have experienced the saving grace of Jesus and be of established and irreproachable Christian character. They must be able to equip members for ministry in some form and execute the duties of a pastor in every way. Their qualifications are described in Galatians 5:22-23, I Timothy 3:1-7, and Titus 1:4-9.
 - (ii) The Eldership Team shall nominate the Senior Pastor candidate to the congregation at a special meeting of the church. A two-thirds (2/3) majority vote of members present is needed to confirm the nomination. The vote shall be taken by written ballot.

Section 4.02. Selection of Elders.

- (a) Candidates may be recommended to the Senior Pastor. Candidates will be considered as provided for in this section, on the basis of their general qualifications as an Elder and their desire and ability to lead, instruct and care for the flock in the fullness of the Holy Spirit. They must be members of the church and be in accord with the church's Statement of Faith. In addition, candidates may be recommended on the basis of specific qualifications for a particular office as listed in Section 6.05, within the Eldership Team. As in the New Testament, they are to be individuals of exemplary Christian character and practice. Theirs shall be a ministry of leadership based on their service to Christ and His Church. Their qualifications are described in I Timothy 3:1-7 and Titus 1:4-9. After the Senior Pastor considers candidates and submits recommendations to the Eldership Team, confirmation shall be made by the Eldership Team based on majority vote.
- (b) All Elder candidates and existing Elders, regardless of team shall be listed in the bulletin four (4) weeks before the annual meeting to be confirmed at the annual meeting.
- (c) Any member that has a specific biblical reason why any of the Elder candidates presented should not be confirmed at the annual meeting should submit the reason(s), in writing to the Senior Pastor, who shall determine whether the affected person(s) should be confirmed at the annual meeting.
- (d) An Elder serves at the request of the Senior Pastor with the confirmation of the Eldership Team. Sabbaticals, voluntary retirement, or disciplinary actions would be reasons for termination of their service on the Eldership Team. Serving as an Elder begins after the Annual Congregational Meeting confirmation.

ARTICLE V

Duties of Pastors

Section 5.01. Pastors.

- (a) The duties of the Senior Pastor shall be to devote his time to the work of the ministry, to teach the Bible, pray, preach the Gospel and to watch over the spiritual welfare of the church and lead its members in practical Christian work. The Senior Pastor serves as Lead Elder on all Eldership Teams and leads by developing the consensus of the team. The Senior Pastor is an ex-officio member of all committees established by the Eldership Team.
- (b) Major positional changes of pastors shall be approved by the Eldership Shepherding Team (EST). When major responsibilities change, the congregation shall be informed of these changes.

- (c) A period of four (4) weeks advance notice is required from the Senior Pastor to resign his position. By mutual agreement with the Eldership Team, however, this period of time may be changed. In the event of doctrinal problems or moral issues, the pastor, after having been dealt with in terms of 1 Timothy 5:19-21, and given the right to a hearing by the Eldership Team, may be dismissed from his/her pastoral duties upon a two-thirds (2/3) vote by the Eldership Team.
- (d) Whenever possible, personnel matters related to pastors, i.e., conflicts, concerns or disciplinary actions shall be handled by the Eldership Shepherding Team (EST).

ARTICLE VI

Eldership Team

Section 6.01. General Powers; Personal Liability

- (a) In accordance with the practice recorded in the New Testament, Elders shall oversee the welfare of the church. The Eldership Operational Team (EOT) shall have full power to conduct, manage, and direct the business and affairs of the church; and all such powers of the church, except those specifically reserved or granted to the members by law or by these bylaws, are hereby granted to and vested in the Eldership Operational Team (EOT).
- (b) An Elder of the church shall not be personally liable, as such, for monetary damages for any action taken, or any failure to take any action, unless the Elder has breached or failed to perform the duties of his or her office under 15 Pa.C.S.A. Subch. 57B and the breach or failure to perform constitutes self-dealing, willful misconduct or recklessness. The provisions of this subsection shall not apply to the responsibility or liability of an Elder pursuant to any criminal statute or the liability of an Elder for the payment of taxes pursuant to local, state or federal law. Nothing in this bylaw shall be construed to impose a greater standard of liability on said Elder than set forth in the Pennsylvania Non-profit Corporation Law of 1988. Indemnification shall be as provided for in Article XI.

Section 6.02. Qualification; Number; Selection. The Eldership Team shall be selected in accordance with the provisions of Section 4.02. The Eldership Team shall be comprised of members and pastors who, in plurality, will oversee and direct the ministries of the church and be responsible for the spiritual and material well being of the church. The Senior Pastor shall nominate the Eldership Shepherding Team (EST) and the Eldership Operational Team (EOT). Duties, terms and frequency of meetings are outlined in Sections 6.06 and 6.07. In addition, the Senior Pastor shall nominate an Eldership Intercessory Team (EIT) to pray for the needs of the church.

Section 6.03. Term of Office. Each Elder shall hold office for a two (2) year term with a maximum of two (2) terms.

Section 6.04. Pastoral Staff. The pastors shall be accountable to the Senior Pastor and Executive Pastor for the fulfillment of their duties, though both pastors and Elders will pray and work together to lead the church. A pastor has specific oversight within the department entrusted to him/her. Decisions, whenever possible, shall be made by the consensus of the Eldership Team and pastors in the spirit of humility and mutual submission. Ultimate authority resides with the Eldership Team.

Section 6.05. Specific Powers of Eldership Team. In addition to the general powers of the Eldership Team in Section 6.01, the Eldership Team, along with the pastors, shall be responsible for the spiritual nurture of the congregation. The Elders will individually participate in particular ministries within the church and collectively guide the spiritual life of the church. They will be responsible for fostering spiritual growth and the pursuit of holiness by the members of the congregation. The Eldership Team may exercise all such power of the church and do such lawful acts and things, including, but not limited to the following.

- (a) The Eldership Team shall assist the pastors in the visiting of the sick and needy within the congregation and the offering of biblical counsel where needed;
- (b) The Eldership Team shall review nominations for the office of Elder, make recommendations to fill vacancies and present approved members to the congregation for confirmation;
- (c) The Eldership Team shall be responsible for the activities of all committees organized to oversee specific areas of ministries within the church;
- (d) The Eldership Team shall affirm elders to serve on the Eldership Shepherding Team (EST), the Eldership Operational Team (EOT) and the Eldership Intercessory Team (EIT).

Section 6.06. Eldership Shepherding Team (EST).

- (a) The Eldership Shepherding Team (EST) shall be comprised of nine (9) to eleven (11) members, always having more non-staff elders than staff elders. Officers shall be elected as follows: Chairman, Vice-chairman and Secretary. The Senior Pastor shall serve as the Chairman and the Executive Pastor as Vice Chairman. Members shall serve for a two (2) year term. Members may serve for a maximum of two (2) consecutive terms. After at least a one (1) year absence from the group, they are eligible to return to the Eldership Shepherding Team (EST). The Eldership Shepherding Team (EST) shall be appointed by the Senior Pastor and affirmed by the Eldership Team. The Eldership Shepherding Team (EST) shall meet on a bi-monthly basis with the option of calling additional meetings as necessary.
- (b) The Eldership Shepherding Team (EST) shall approve candidates for membership and make all additions to or deletions from the membership roll;
- (c) The Eldership Shepherding Team (EST) shall oversee the public worship of the church and any activities of any group meeting in the name of the church, on or off the premises of the church;

- (d) The Eldership Shepherding Team (EST) shall handle all matters of discipline as described in Article II;
- (e) The Eldership Shepherding Team (EST) shall bring counsel to the hiring of all pastoral staff;
- (f) The Eldership Shepherding Team (EST) shall designate the chair of the Missions Committee and oversee its activities;
- (g) The Eldership Shepherding Team (EST) shall ordain pastors and license ministers within the church as well as those that are sent out ministries from Christ Community Church;
- (h) The Eldership Shepherding Team (EST) shall approve new ventures;
- (i) The Eldership Shepherding Team (EST) shall discern and adjust changes in the overall vision of the church;
- (j) The Eldership Shepherding Team (EST) shall process and confirm doctrinal interpretations affecting the church;
- (k) The Eldership Shepherding Team (EST) shall confirm amendments to the bylaws;
- (l) Church plants shall be established under the guidance and direction of the Eldership Shepherding Team (EST);
- (m) The Eldership Shepherding Team (EST) shall serve as the Personnel Committee.

Section 6.07. Eldership Operational Team (EOT).

- (a) The Eldership Operational Team (EOT) shall be comprised of seven (7) to nine (9) members, always having more non-staff elders than staff elders. Officers will be elected as follows: Chairman, Vice-chairman, Secretary and Treasurer. The Senior Pastor shall serve as the Chairman and the Executive Pastor as Vice Chairman. Members shall serve for a two (2) year term. Members may serve for a maximum of two (2) consecutive terms. After at least a one (1) year absence from the group, they are eligible to return to the Eldership Operational Team (EOT). The Eldership Operational Team (EOT) shall be appointed by the Senior Pastor and affirmed by the Eldership Team. The Eldership Operational Team (EOT) shall meet on a bi-monthly basis with the option of calling additional meetings as necessary.
- (b) The Eldership Operational Team (EOT) shall give oversight to policies and general operational issues;
- (c) The Eldership Operational Team (EOT) shall be responsible to process the financial aspects pertaining to staff personnel;
- (d) The Eldership Operational Team (EOT) shall give oversight to the budget with counsel from the Eldership Team;

- (e) The Eldership Operational Team (EOT) shall designate the chair of the Finance Team and oversee its activities.

Section 6.08 Resignations. Any Elder may resign at any time by giving written notice to the Senior Pastor, who is the Lead Elder. Such resignation shall take effect upon the date of the receipt of such notice or at any later time specified therein approved by the Senior Pastor. The acceptance of such resignation shall not be necessary to make it effective.

Section 6.09. Vacancies.

- (a) The Eldership Team may declare vacant the office of an Elder if such an Elder is declared of unsound mind by an order of court, or convicted of felony, or if the Elder shall have been absent from two (2) consecutive and regularly called meetings of the board, unless excused for good and sufficient reason by the Chairman of the Eldership Team, or if within sixty (60) days after notice of his selection, the Elder does not accept such office either in writing or by attending a meeting of the Eldership Team or for any other proper cause.
- (b) Any vacancy or vacancies in the Eldership Team because of death or resignation, an increase in the number of Elder positions, or any other cause, may be filled by a majority vote of the remaining members of the Eldership Team though less than a quorum, at any regular or special meeting; and each person so elected shall be an Elder to serve for the balance of the unexpired Elder's term.

Section 6.10. Organizational Meeting. Immediately after each annual confirmation of Elders, the Eldership Team shall meet for the purpose of organization, election of officers as given in Section 7.01, and the transaction of other business, at the place where the annual election of Elders was held. Notice of such meeting need not be given. Such organizational meeting may be held at any other time or place, which shall be specified in a notice given as provided in Section 6.12 of this Article for special meetings of the Eldership Team.

Section 6.11. Regular Meetings. Regular meetings of the Eldership Team shall be held monthly or as deemed necessary by the Chairman of the Eldership Team. At such meetings, the elders shall transact such business as may properly be brought before the meeting. Notice of regular meetings need not be given.

Section 6.12. Special Meetings. Special meetings of the Eldership Team shall be held whenever called by the Chairman of the Eldership Team or by majority of Elders. Notice shall state the time, purpose and place of the meeting. No business shall be transacted in a special meeting other than what is stated in advance notice as the purpose of the meeting.

Section 6.13. Quorum, Manner of Acting and Adjournment. The presence of a majority of the Eldership Team shall constitute a quorum. Except as otherwise specified in these bylaws or provided by law, the acts of a majority of the Elders present at a meeting at which a quorum is present shall be the acts of the Eldership Team. In the absence of a quorum, a majority of the Eldership Team present and voting may adjourn the meeting from time to time until a quorum is present.

Section 6.14. Fees. An Elder shall not be paid compensation for services as such, but may be reimbursed for reasonable expenses under policies fixed by the Eldership Team.

ARTICLE VII

Officers

Section 7.01. Number, Qualification and Designation. Officers of the Eldership Team shall be designated annually within the Eldership Team and shall serve in the following capacities:

- (a) The Senior Pastor shall act as Chairman of the Eldership Shepherding Team (EST) and Eldership Operational Team (EOT) and shall be an ex-officio member of all committees.
- (b) The Vice-Chairman shall act as Chairman of the Eldership Shepherding Team (EST) and Eldership Operational Team (EOT) in the absence of the Chairman.
- (c) The Church Secretaries, or their designees, shall be responsible for recording the minutes of all Eldership Team and congregational meetings.
- (d) The Church Treasurer shall be responsible for assuring an accurate record is kept of all funds received and disbursed as authorized by the congregation and the Eldership Operational Team (EOT). All disbursements must be signed by the Treasurer or other person authorized by the Eldership Operational Team (EOT).

ARTICLE VIII

Finance Team

Section 8.01. Finance Team. The Finance Team shall be recommended on the basis of their spiritual qualifications for leadership as stated in Acts 6:3, I Timothy 3, and Titus. They must be members of the church and be in accord with the church's Statement of Faith. They may also be recommended on the basis of specific qualifications for a particular area of service. The Finance Team shall consist of a minimum of five (5), but no more than seven (7) Finance Team members and will include the Executive Pastor as Chairperson, the CFO as Vice-Chairman and the Church Treasurer.

Section 8.02. Duties of the Finance Team. The duties of the Finance Team shall include, but not be limited to, the following:

- (a) Be responsible, under the authority of the Eldership Operational Team (EOT), for financial advisory oversight of the church;
- (b) Meet bi-monthly to review monthly financial statement(s) and the financial status of the church;
- (c) Assist the pastors in financial and other kinds of counseling as needed;
- (d) Keep all properties (including land, buildings, equipment, vehicles, etc.) in good repair, with the approval of the Eldership Operational Team (EOT).

ARTICLE IX

Internal Organizations

Section 9.01. Committees. This church, through the Eldership Team, shall provide for committees and auxiliary organizations as the needs of the work may require. All such organizations shall be subordinate to the church and shall be an integral part of and extension of the church, contributing to the harmony and development of the whole. The organizations shall be under the general supervision of the Eldership Operational Team (EOT).

Section 9.02. Approval. The spiritual oversight of any ministry, group, or individual operating under the name of Christ Community Church shall have prior approval of the Eldership Shepherding Team (EST). The operational oversight of any ministry, group or individual operating under the name of Christ Community Church shall have prior approval of the Eldership Operational Team (EOT).

ARTICLE X

Miscellaneous

Section 10.01. Annual Report to the Members. The Eldership Shepherding Team (EST) shall present annually to the members a report, verified by the Chairman of the Finance Team and the Chief Financial Officer, and by a majority of the Eldership Shepherding Team (EST), showing in appropriate detail the following:

- (a) The assets and liabilities, including the trust funds, of the church as of the end of the fiscal year immediately preceding the date of the report;
- (b) The principal changes in assets and liabilities including trust funds, during the year immediately preceding the date of the report;
- (c) The revenue or receipts of the church, both unrestricted and restricted to particular purposes, for the year immediately preceding the date of the report, including separate data with respect to each trust fund held by or for the church;
- (d) The expenses or disbursements of the church, for both general and restricted purposes, during the year immediately preceding the date of the report, including separate data with respect to each trust fund held by or for the church; and
- (e) The number of members of the church as of the date of the report, compared to the number of members of the previous year.
- (f) The annual report of the Eldership Operational Team (EOT) shall be filed with the minutes of the annual meetings of members which includes:
 1. The Eldership Shepherding Team (EST) shall submit the Mission/Vision of Christ Community Church.
 2. The Missions' Department shall submit the Missions' reports.

Section 10.02. Property of the Corporation. The property of this corporation is irrevocably dedicated to charitable purposes and no part of the net income or assets of the corporation shall ever inure to the benefit of any individual Elder, member or officer of this corporation, or to any private person, except that reasonable compensation may be paid for services actually rendered to the corporation in furtherance of its primary purpose.

Section 10.03. Dissolution of the Corporation. Upon dissolution or winding up the affairs of the corporation, all remaining assets shall be distributed to one or more active churches or other religious organizations which qualify for exemption from income tax under Section 501(c)(3) of the Internal Revenue Code of 1954 or the corresponding provisions of any subsequent Internal Revenue Law.

ARTICLE XI

Church Plants

Section 11.01. The guidelines stated in Article XI will supersede other articles.

Section 11.02. The Eldership Team of the church plant will be comprised of at least four (4) individuals for five (5) years. For the first two (2) years of that period, the Eldership of the church plant will include at minimum, the Senior Pastor of the church plant, the Senior Pastor of Christ Community Church, and two (2) members of Christ Community Church.

- (a) Individuals from Christ Community Church will comprise the majority of the church plant Eldership for a minimum of two (2) years.
- (b) After a minimum of two (2) years, the Elders of the church plant will be confirmed by the church plant body at their annual congregational meeting.
- (c) The Christ Community Church Bylaws must be adopted by the church plant. The church plant bylaws cannot be changed without approval by the Christ Community Church Eldership Shepherding Team (EST) for at least ten (10) years.
- (d) After five (5) years, the Eldership of the church plant shall be comprised of a minimum of six (6) individuals.

Section 11.03. All finances will be processed through Christ Community Church until the church plant has a system in place that is approved by the Christ Community Church Eldership Shepherding Team (EST) to manage all funds.

Section 11.04. Guidelines for the relationship between the church plant Eldership and the Christ Community Church Eldership Shepherding Team (EST) shall be as follows:

- (a) Cultivate mutually healthy relationships between both Senior Pastors characterized by trust and honor.
- (b) The Christ Community Church Eldership Shepherding Team (EST) shall be authorized to speak directionally, correctively, and prophetically to the church plant.

- (c) The Christ Community Church Eldership Shepherding Team (EST) shall provide accountability to the senior leadership of the church plant.
- (d) The Christ Community Church Eldership Shepherding Team (EST) shall act as a sounding board for the senior leadership of the church plant.
- (e) The Christ Community Church Eldership Shepherding Team (EST) shall challenge to expand vision as the Lord directs to the church plant.
- (f) The Christ Community Church Eldership Shepherding Team (EST) shall interpret any doctrinal issues of the church plant.
- (g) The Christ Community Church Eldership Shepherding Team (EST) shall oversee the process carried out in the discernment and installation of senior leadership (Senior Pastor, Pastors, and Eldership) of the church plant and shall be available in time of leadership crisis or transition as needed.
- (h) The Christ Community Church Eldership Shepherding Team (EST) shall act as peacemakers and conflict arbitrators to the church plant.
- (i) The Christ Community Church Eldership Shepherding Team (EST) can initiate evaluations and assessments on performance, facilities, and financial management of the church plant.

Section 11.05. Status as a 501(c)(3) approved nonprofit organization shall need to be acquired prior to becoming a church plant.

Section 11.06. The Christ Community Church Eldership Shepherding Team (EST) shall set in the Senior Pastor of the church plant.

ARTICLE XII

Indemnification

Section 12.01. The church may, by resolution adopted by a majority vote or a quorum of disinterested Eldership Team members then in office, or, if such a quorum is not obtainable, by written opinion of independent legal counsel, indemnify any persons who was or is a party or is threatened to be made a party to any threatened, pending or completed action, suit or proceeding (including action by or in right of the church to procure a judgment in its favor), whether civil, criminal, or administrative or investigative, by reason of the fact that he or she is or was a representative of the church or is or was serving at the request of the church as a representative of another church, partnership, joint venture, trust or other enterprise, against expenses (including attorney's fees), judgments, fines and amounts paid in settlement actually and reasonably incurred in connection with the action or proceeding, unless such person's actions or omissions in connection with the matter giving rise to the claim for indemnification have been determined by a court to have constituted willful misconduct or recklessness. The church may also advance payments for such expenses to such persons prior to final disposition of such action, suit or proceeding upon receipt of an undertaking by or on behalf of such person to repay said amount if such person shall ultimately be determined not to be entitled to indemnification. The church shall make such indemnification if such person has been successful on the merits or otherwise in defense of said action, suit or proceeding. The church may

maintain a reserve, or may purchase and maintain insurance for the purpose of indemnification on behalf of any or all persons to the full extent permitted under the Pennsylvania Non-Profit Corporation Law of 1988, as amended (15 Pa.C.S.A. § 5741 et.seq.).

ARTICLE XIII
Amendment

Section 13.01. Amendment of Bylaws. Upon recommendation and approval of the Eldership Team of Christ Community Church these bylaws may be amended or repealed, or new bylaws may be adopted, either:

- (a) By the majority vote of the members entitled to vote at any duly organized annual or special meeting; or
- (b) With respect to those matters which are not by law reserved exclusively to the members, by the affirmative vote of at least two-thirds (2/3) of the Eldership Team present and voting at any duly organized regular or special meeting of the Eldership Team.

Such proposed amendment, repeal or new bylaws, or a summary thereof, shall be set forth in any notice of such meeting, whether annual, regular or special.

CERTIFICATION

I hereby certify that the foregoing constitutes a true and correct copy of the Bylaws of Christ Community Church of Camp Hill, said bylaws having been revised and approved by Eldership on the 21st day of May 2019.

Secretary

Attest