



Constitution and Bylaws

1	ARTICLE I. NAME	- 4 -
2	ARTICLE II. PURPOSE	- 4 -
3	ARTICLE III. DOCTRINAL STATEMENT.....	- 4 -
3.1	Section 1. The Bible.	- 4 -
3.2	Section 2. God.....	- 4 -
3.3	Section 3. The Person and Work of Christ.	- 4 -
3.4	Section 4. The Ministry of the Holy Spirit.....	- 4 -
3.5	Section 5. Salvation.....	- 5 -
3.6	Section 6. Man.	- 5 -
3.7	Section 7. The Church.	- 5 -
3.8	Section 8. The Blessed Hope.....	- 5 -
3.9	Section 9. The Christian's Walk.	- 5 -
3.10	Section 10. The Eternal State of Man.	- 6 -
3.11	Section 11. Marriage, Gender, and Sexuality.	- 6 -
4	ARTICLE IV. MEMBERSHIP.....	- 7 -
4.1	Section 1. Qualification for Membership.....	- 7 -
4.2	Section 2. Receiving Members.....	- 7 -
4.3	Section 3. Associate Members.	- 7 -

4.4	Section 4. Inactive Members.....	- 8 -
4.5	Section 5. Discipline of Members.....	- 8 -
5	ARTICLE V. GOVERNMENT	- 9 -
6	ARTICLE VI. BOARD OF ELDERS	- 9 -
6.1	Section 1. Qualifications and Discipline.	- 9 -
6.2	Section 2. Duties.....	- 9 -
6.3	Section 3. Election and Term.	- 10 -
6.4	Section 4. Quorum.....	- 11 -
6.5	Section 5. Meetings.....	- 11 -
6.6	Section 6. Nomination.	- 11 -
6.7	Section 7. Officers.....	- 11 -
6.8	Section 8. Support of the Church - Designated Funds.	- 11 -
7	ARTICLE VII. DEACONS	- 12 -
7.1	Section 1. Qualifications and Discipline.	- 12 -
7.2	Section 2. Duties.....	- 12 -
7.3	Section 3. Term of Office.....	- 12 -
7.4	Section 4. Discipline.....	- 12 -
8	ARTICLE VIII. COMMITTEES	- 12 -
9	ARTICLE IX. PASTORAL STAFF	- 13 -
9.1	Section 1. Responsibility to Board of Elders.....	- 13 -
9.2	Section 2. Pastoral Search Committee.	- 13 -
9.3	Section 3. Term of Office.	- 13 -
9.4	Section 4. Pastor.....	- 13 -
9.5	Section 5. Additional Staff Members.....	- 14 -
10	ARTICLE X. LICENSURE AND ORDINATION.....	- 14 -
10.1	Section 1. Licensure.	- 14 -
10.2	Section 2. Ordination.	- 14 -
11	ARTICLE XI. MEETINGS	- 14 -
11.1	Section 1. Quorum.	- 14 -

11.2 Section 2. Meetings.- 14 -

11.3 Section 3. Election and Balloting.- 15 -

12 ARTICLE XII. AMENDMENTS..... - 15 -

13 ARTICLE XIII. DISSOLUTION - 15 -

14 ARTICLE XIV. ARBITRATION - 16 -

2897 Belcher Road
Dunedin, FL 34698

1 ARTICLE I. NAME

The name of this church will be Clearwater Community Church ("Church").

2 ARTICLE II. PURPOSE

The purpose of this Church is to glorify God through worship, to develop growth and fellowship in the Lord Jesus Christ, and to communicate the Gospel to the world.

3 ARTICLE III. DOCTRINAL STATEMENT

3.1 SECTION 1. THE BIBLE.

We believe the Scripture, both Old and New Testament, is verbally inspired of God and is inerrant in the original writings and is the Christian's final authority in faith and conduct. *[2 Peter 1:16-21; 2 Timothy 3:16-17]*

3.2 SECTION 2. GOD.

We believe in one God, Creator of all things, infinitely perfect and eternally existing in three Persons - Father, Son and Holy Spirit. *[Genesis 1:1; Deuteronomy 6:4; Matthew 28:18-20]*

3.3 SECTION 3. THE PERSON AND WORK OF CHRIST.

We believe that, by the miracle of the Virgin Birth, the Lord Jesus Christ, the eternal Son of God, became man without ceasing to be God, in order to reveal God and to redeem man; that He died for our sins (the sins of all men) as a substitutionary sacrifice and arose bodily from the dead for our justification; and that He is now exalted at the right hand of God, Head of the Church and Lord of the individual believer, fulfilling His ministry as our Great High Priest and Advocate. *[John 1: 1-3, 14, 18; Hebrews 1: 1-3; Colossians 1: 13-20]*

3.4 SECTION 4. THE MINISTRY OF THE HOLY SPIRIT.

We believe that the ministry of the Holy Spirit is to glorify the Lord Jesus Christ; that He convicts the world of sin, regenerates the believing sinner, and baptizes him into the Church, which is the Body of Christ.

We believe that He indwells, guides, instructs, and empowers the believer for godly living and service, and that He seals and keeps him until the Lord comes. We believe that He bestows spiritual gifts upon each person and fills those who are yielded to Him.

We believe that each believer has received one or more spiritual gifts so that he might exercise them for the strengthening and outreach of the Body of Christ. We believe that some of the gifts mentioned in Scripture were for the founding of the Church and, therefore, were temporary in

nature. While we recognize that God may give any gift to the Church at any time, we believe that apostleship, prophecy, and tongues are foundational gifts and are not being given today. *[Acts 5:3-4; John 15:26-27; 16:14; 1 Corinthians 12:7-13; Ephesians 1:13-14; 4:30]*

3.5 SECTION 5. SALVATION.

We believe that salvation is the free gift of God (neither merited or secured, in part or in whole, by any virtue or work of man) to be received only by personal faith in the Lord Jesus Christ, in Whom all true believers have, as a present possession, the gift of eternal life, a perfect righteousness, sonship in the family of God, deliverance and security from all condemnation, every spiritual resource needed for life and godliness, and the divine guarantee that they shall never perish. *[Ephesians 2:8-9; Jude 24-25]*

3.6 SECTION 6. MAN.

We believe that man was created in the image of God, but that he sinned, incurring not only physical death, but also spiritual death, which is separation from God and which is inherited by every member of Adam's race. We believe that man is subject to the power of the devil and has within himself no possible means of recovery or salvation. *[Romans 1: 18-32; Ephesians 2:1-2]*

3.7 SECTION 7. THE CHURCH.

We believe that the true Church is composed of all who, through saving faith in Jesus Christ, have been regenerated by the Holy Spirit; that those who are thus members of the true Church will be eligible for membership in the local church; and that baptism by immersion and the Lord's Supper are to be observed by the Church during the present age.

The decision to participate in baptism and the Lord's Supper will be on an individual basis, but this participation is not to be regarded, in any sense, as a means of salvation. *[1 Corinthians 12:12-13, 27; Matthew 28:18-20]*

3.8 SECTION 8. THE BLESSED HOPE.

We believe in the personal, imminent and pre-millennial coming of our Lord, first to receive His own to Himself and, later, to set up His earthly kingdom and to reign over the redeemed of Israel and all the nations of the world. We believe that this blessed hope has a vital bearing on the personal life and service of the believer. *Titus 2:13; 2 Thessalonians 1:6-10; 1 Thessalonians 4:13-5:11; 1 Corinthians 15:50-58]*

3.9 SECTION 9. THE CHRISTIAN'S WALK.

We believe that we are called with a holy calling to walk not after the flesh but after the Spirit, and so to live in the power of the indwelling Spirit of God that we will not fulfill the lust of the flesh.

We believe that the flesh, with its fallen, adamic nature, which in this life is never eradicated, must be kept by the Spirit (through our walk of faith) constantly in subjection to Christ, or it will surely manifest its presence in our lives, to the dishonor of our Lord. *[Colossians 1:28; 1 Peter 1:14-16]*

3.10 SECTION 10. THE ETERNAL STATE OF MAN.

We believe that the souls of those who have trusted in the Lord Jesus Christ for salvation do, at death, immediately pass into His presence and there remain in conscious bliss until the resurrection of the body at His coming for the Church, when soul and body, reunited, will be associated with Him forever in glory.

We believe that unbelievers will be punished with everlasting separation from the presence of the Lord and the glory of His power. *[Revelation 20-22; 1 Corinthians 3:10-15; 2 Corinthians 5:1-10]*

3.11 SECTION 11. MARRIAGE, GENDER, AND SEXUALITY.

Though the cultural understanding and definitions of marriage, gender, and sexuality may change, we believe that God alone has authoritatively defined these in the Bible and we are committed to the following:

1. We believe that God wonderfully and immutably creates each person as male or female. These two distinct, complementary genders together reflect the image and nature of God. *[Genesis 1:26-27]* Rejection of one's biological sex is a rejection of the image of God within that person.
2. We believe that the term "marriage" has only one meaning: the uniting of one man and one woman in a single, exclusive union, as delineated in Scripture. *[Genesis 2:18-25]* We believe that God intends sexual intimacy to occur only between a man and a woman who are married to each other. *[1 Corinthians 6:18; 7:2-5; Hebrews 13:4]* We believe that God has commanded that no intimate sexual activity be engaged in outside of a marriage between a man and a woman.
3. We believe that any form of sexual immorality (including adultery, fornication, homosexual behavior, bisexual conduct, bestiality, incest, and use of pornography) is sinful and offensive to God. *[Matthew 15:18-20; 1 Corinthians 6:9-10]*
4. We believe that in order to preserve the function and integrity of Clearwater Community Church as the local Body of Christ, and to provide a biblical role model to our members and the community, it is imperative that all persons employed by Clearwater Community Church in any capacity, or who serve as volunteers, agree to

and abide by this Statement on Marriage, Gender, and Sexuality. *[Matthew 5:16; Philippians 2:14-16; 1 Thessalonians 5:22]*

5. We believe that God offers redemption and restoration to all who confess and forsake their sin, seeking His mercy and forgiveness through Jesus Christ. *[Acts 3:19-21; Romans 10:9-10; 1 Corinthians 6:9-11]*
6. We believe that every person must be afforded compassion, love, kindness, respect, and dignity. *[Mark 12:28-31; Luke 6:31]* Hateful and harassing behavior or attitudes directed toward any individual are to be repudiated and are not in accord with Scripture nor the doctrines of Clearwater Community Church.

4 ARTICLE IV. MEMBERSHIP

4.1 SECTION 1. QUALIFICATION FOR MEMBERSHIP.

Membership is a wholehearted commitment to a local expression of the body of Christ. It is a biblical responsibility of each Christian to join with other Christians in all of the divinely ordained purposes of the Church. Here at Clearwater Community Church, members are expected to partner with one another in the mutual worship of Christ, receiving instruction in His Word, prayer, fellowship, and in the proclamation of His gospel. This is all in keeping with a life of discipleship. Christians, then, are to formally join with other Christians in serving one another, using their spiritual gifts and resources for ministry purposes, holding one another accountable to a life of faith, while submitting themselves to the care and leadership of the Elders and Pastors of the congregation. In order to become a member of Clearwater Community Church, one must agree to attend the new member's class, support this Constitution, share his or her salvation testimony with the Elders (former or current), and be voted into membership by the Board of Elders.

4.2 SECTION 2. RECEIVING MEMBERS.

Any persons having met the requirements of Section 1 of this Article will be received publicly into the fellowship of the Church at such time as may be determined by the Board of Elders.

4.3 SECTION 3. ASSOCIATE MEMBERS.

Any friends who worship with Clearwater Community Church regularly, but who wish to retain membership in their home Church, may become associate members and enjoy all the privileges of membership, except that they will not be able to vote or hold an elective Church office.

Qualifications for associate membership will be the same as for regular membership.

4.4 SECTION 4. INACTIVE MEMBERS.

Any member who is unable to participate in the Church activities for a period of six (6) months, upon recommendation of the Board of Elders, will be placed on the inactive membership roll. Inactive members will not vote or hold an elective Church office.

4.5 SECTION 5. DISCIPLINE OF MEMBERS.

As Christians who have formally joined together to live for the glory of God, it is our desire to pursue a life of obedient discipleship whereby we are growing in our faith and striving to be progressively conformed towards the character of Christ, all through the power of the indwelling Holy Spirit. We seek to train and discipline ourselves in formative ways through instruction in God's Word, prayer, fellowship, worship, and in participation of the ongoing ministries of the Church.

However, situations may arise in which corrective training and discipline may be necessary within the Church body. Any continued behavior which opposes the clear teachings of Scripture and so dishonors the name of our Lord Jesus Christ will be subject to the admonition of the Elders and the discipline of the Church in accordance with the principles taught by Jesus in *Matthew 18:15-17*, *1 Corinthians 5*, and other relevant Scriptures. This formal discipline is not to be taken lightly, and has its goal the restoration, reconciliation, and spiritual growth of the erring member who through repentance may receive the promised forgiveness and cleansing from sin that is offered and given to us by God. [*1 John 1:9*]

In addition to enacting discipline for the sake of seeking to restore a fallen brother or sister, we believe the Church is further required to take action according to the teachings of Scripture:

- a) so that the corporate witness of the Church is protected before non-believers [*1 Peter 2:12*];
- b) for the sake of the purity of the Church as a whole [*2 Corinthians 7:1*];
- c) so that the Church can instruct one another in the truths of the faith and reaffirm their commitment to it [*Colossians 3:16*]; and
- d) so that God would be glorified in all things pertaining to the Church [*Ephesians 3:21*]

Only when all possible means for reconciliation have been exhausted by the loving reach of the membership [*Matthew 18:17*] will the Elders formally remove the offender from the membership role of the Church. In doing so, the Elders are recognizing the erring member's decision to remove themselves from the fellowship of the Church through their ongoing, unrepentant behavior. The Board of Elders will be responsible for seeing that all the appropriate steps have been carried out according to the teachings of

Scripture before their vote of removal takes place. Each situation will be handled on a case-by-case basis and will be subject to the collective wisdom of the Board.

In cases where public removal from membership results in the repentance and restoration of the erring member, it will be the responsibility of the Board of Elders to publicly reinstate the brother or sister in a spirit of celebration at an appropriate time, in keeping with the story of the prodigal son in *Luke 15:22-23*.

5 ARTICLE V. GOVERNMENT

The government of this Church, under leadership of the Holy Spirit, is vested in the body of believers who compose it, and administered through its elected representatives, the Board of Elders. This Board will thus compose the official Board of the Church and will act as the governing body of the Church.

Pastors will be members of the Board of Elders.

6 ARTICLE VI. BOARD OF ELDERS

6.1 SECTION I. QUALIFICATIONS AND DISCIPLINE.

An Elder must meet the qualifications set forth in *1 Timothy 3:1-7* and *Titus 1:6-9*. It will be the responsibility of the Board of Elders to discipline or consider for removal any Board member who no longer fulfills the qualifications of an Elder, or who fails to fulfill his responsibilities, or who violates the intent of this Constitution. Discipline or removal will be by unanimous vote of his fellow Elders.

6.2 SECTION 2. DUTIES.

A. It will be the duty of the Elders to care for the spiritual condition of the Church as set forth in *1 Timothy 5:17*, *Titus 1:9*, and *1 Peter 5:1-2*. It will be the duty of the Elders to counsel the needy, comfort the afflicted, visit the sick, supply the pulpit of the Church in the absence of the Pastors, and ensure that the vision and strategy are communicated, pursued, championed, and implemented.

The Board of Elders will establish yearly, the chairman of all committees required by the Church's vision and strategy.

B. The Board of Elders will be the Executive Board of the membership in its dealings with the Church staff, members, ministries of the Church, and third-party relationships with the Church. The Board, serving as trustees, will have supervision over all Church operations and transactions with power to act. Notwithstanding the foregoing, during any fiscal year, the Board will not transfer, sell, or purchase real estate, or incur or

authorize any single unbudgeted expenditure or borrowing greater than ten percent (10%) of the Church's approved total annual budget, without first obtaining congregational approval by a majority vote of the Church voting members present at a meeting duly called for such purpose.

The Board will handle and consider suggestions, recommendations, and grievances from or upon the part of any member or organization affiliated with the Church. The Board will have authority to approve the appointment of all salaried personnel except as otherwise provided in this Constitution.

- C. The Board of Elders, serving as trustees, may authorize any office or officers, agent or agents, to enter into any contract or execute any instrument in the name and on behalf of the Church, and such authority may be general or confined to specific instances. Unless so authorized by the Board of Elders, no officer, agent, or other person will have any power or authority to bind the Church by any contract or engagement, or to pledge its credit, or to render it liable for any purpose or to any amount.
- D. Annually, the Board of Elders will engage a qualified outside party to perform a review of the Church's financial accounts and internal processes and provide a written report of their findings and recommendations. The Board will report the significant findings of the review to the members at the Church's next annual meeting.

6.3 SECTION 3. ELECTION AND TERM.

Each Elder shall hold office until the person's earlier resignation, expiration of three-year term, removal from office, or death. Each Elder shall serve a three-year term but shall be eligible for unlimited re-election if they continue to otherwise qualify as a candidate. An Elder may agree to serve a shorter term if necessary to achieve alternating term expirations of the Board. The Board of Elders will make reasonable efforts to institute and maintain a Board comprised of Elders whose terms expire in alternating years so that expiring terms are staggered. The voting members of the Church, present at the Church's annual meeting of the membership, shall vote every year to elect the Elders whose terms will begin the following January.

The Board will determine if additional Elders are needed for the ensuing year, prior to the annual meeting.

Should vacancies occur, the Board shall appoint Elders to fill them until the next regular Elder election. At that time, members shall elect Elders to fill the remainder of any unexpired terms. Following an election in which unexpired terms have been filled, the new Elder Board shall determine which newly elected Elders will serve the unexpired terms and which will fill the full three (3) year terms.

The term of office of an Elder shall begin eight (8) weeks following election. During that time newly elected Elders shall attend Board meetings and become oriented to their new responsibilities. Retiring Elders' term of office shall expire eight (8) weeks after the election of replacements. The chairman of the Board will be elected by the Board members and will serve for one (1) year.

6.4 SECTION 4. QUORUM.

Two-thirds (2/3) of the members of the Board of Elders will constitute a quorum, and official action will require a unanimous vote of the Board members present.

6.5 SECTION 5. MEETINGS.

Regular Board meetings will be held once each month, at a time to be decided by the Board. Special meetings may be called by the chairman of the Board, a Pastor, or two members of the Board.

6.6 SECTION 6. NOMINATION.

The nominating committee will be composed of the retiring Elders and an equal number of members of the congregation selected by the Board of Elders. One of the retiring Elders will serve as chairman of the nominating committee. This committee will nominate qualified candidates who are required to fill the vacated positions on the Board of Elders. Names of potential future elders may be submitted by members of the congregation for consideration by the committee.

6.7 SECTION 7. OFFICERS.

Officers of the Board of Elders will be a chairman, vice-chairman, secretary, and treasurer. The office of Treasurer may be held by a person appointed by the Board of Elders who is not an Elder. In such event, the Treasurer will report to and regularly meet with the Board of Elders to ensure that the Treasurer is carrying out the priorities of the Board of Elders and keeping them apprised of relevant financial matters. These officers will be elected, or in the case of a non-Elder Treasurer, appointed by and accountable to the Board, to serve for one (1) year terms and may be re-elected or reappointed annually.

6.8 SECTION 8. SUPPORT OF THE CHURCH - DESIGNATED FUNDS.

Clearwater Community Church shall maintain discretion and control over all contributions, and the Board of Elders shall ultimately determine how all donated funds are used by the Church to best carry out its mission and purpose. From time to time, the Board of Elders may approve fund-raising programs for designated purposes and authorize the receipt of designated giving for such purposes. Notwithstanding the provisions of Article VI, Section 2(B), the Board of Elders may authorize the expenditure of such contributions received for such designated purposes without further approval by the members. Further, the Board of Elders may discontinue receipt of designated giving to certain restricted funds by providing

notice to the members. Giving marked as designated for specific purposes other than an Elder-approved restricted-use fund will be treated as giving to the Church's general fund. Giving designated to a restricted-use fund will be used for such fund or special project that has been pre-approved for such purpose by the Board of Elders.

7 ARTICLE VII. DEACONS

7.1 SECTION 1. QUALIFICATIONS AND DISCIPLINE.

A Deacon must be a member of the Church and meet the qualifications set forth in *1 Timothy 3:8-10, 12-14, and Acts 6:3*.

7.2 SECTION 2. DUTIES.

It will be the responsibility of the Deacons to assist the Elders and Ministry Staff in the spiritual care and well-being of the entire Church so that the Elders and Pastoral staff of the Church are more available to focus on the ministry of the Word, prayer, and overall governance of the congregation. Specific duties will be determined by the Elders as needed, but may include hospitality/congregational care, finance, security, technology, administration, facilities, audio/visual, and community care. The Deacons, with the agreement of the Elders, may establish unpaid administrative positions or committees of members to assist them in fulfilling their responsibilities in the Church.

Deacons will serve under the direction of the Elder Board with an Elder appointed to serve as liaison between the Board of Elders and the Deacons.

7.3 SECTION 3. TERM OF OFFICE.

The Board of Elders will, in its sole discretion, nominate and confirm Deacons as needed. Deacons will serve for a minimum of two (2) years and as long thereafter as is mutually agreed upon by the Deacon and the Board of Elders.

The Board of Elders will determine if additional Deacons are required.

7.4 SECTION 4. DISCIPLINE.

It will be the responsibility of the Board of Elders to discipline or consider the removal of any Deacon who no longer fulfills the qualifications of a Deacon, or who fails to fulfill his responsibilities, or who violates the intent of this Constitution. Discipline or removal will be by a unanimous vote of the Board of Elders.

8 ARTICLE VIII. COMMITTEES

The committees of the Church will be established by the Board of Elders. Each committee will have a chairman who is appointed by the Board.

The responsibilities of the committees will be determined by the Board of Elders and re-evaluated by them each year.

9 ARTICLE IX. PASTORAL STAFF

9.1 SECTION 1. RESPONSIBILITY TO BOARD OF ELDERS.

All staff members of the Church are responsible to the Board of Elders. The responsibilities of each staff position are outlined in the relevant position description approved by the Elders.

9.2 SECTION 2. PASTORAL SEARCH COMMITTEE.

In the event of pastoral position vacancies, the Board of Elders will act as a pastoral search committee. Only one candidate for each position will be recommended to the members for their approval at any one time. The Board of Elders will recommend only a candidate who receives unanimous elder approval. Only candidates who agreed to support the Church's Constitution and Bylaws and Church strategy will be considered. The Church will vote upon the candidate at a constitutionally called meeting.

9.3 SECTION 3. TERM OF OFFICE.

The term of office will continue until the pastoral staff member resigns, retires, or is removed by 1) a Board of Elders vote of at least three-quarters (3/4) of its members; and 2) a majority vote of the voting members of the members of the Church present at a meeting duly called for such purpose.

Recommendations for removal of a pastoral staff member should be considered if the Board of Elders determines that staff member no longer fulfills the qualifications of an Elder, fails to fulfill the responsibilities of the position, or violates the intent of this Constitution. The Board of Elders will review and evaluate the pastoral staff annually.

9.4 SECTION 4. PASTOR.

The qualifications for a Pastor are identical to those of an Elder. He must also display the spiritual gifts of pastoring and teaching.

The Pastor is guaranteed freedom in the pulpit, whereby he is required to preach and teach all of the Word of God. A significant portion of his time will be spent in study and preparation for this ministry. Additional responsibilities will be outlined in the pastor's position description.

9.5 SECTION 5. ADDITIONAL STAFF MEMBERS.

Additional staff members will be hired as the need arises, subject to the approval of the Board of Elders. Individual staff member responsibilities will be outlined in the applicable position description.

10 ARTICLE X. LICENSURE AND ORDINATION

10.1 SECTION 1. LICENSURE.

A member of the Church who is in full-time vocational Christian work but who has not been formally Ordained may request Licensing by the Church. As a means of acknowledging service to the Church and to provide the benefits associated with this License, the Board of Elders, in cooperation with the Pastors, shall determine the member's eligibility for Licensing and shall act upon such application. Licensing shall be for a period of one year and must be renewed annually by vote of the Board.

10.2 SECTION 2. ORDINATION.

A member of the Church who has completed seminary training, or five years of full-time ministry, and who fulfills the qualifications for Christian leaders set forth in Scripture [*1 Timothy 3:1-13; Titus 1:5-9*] may be considered for Ordination. The Board of Elders shall examine the candidate regarding his call and commitment to ministry along with his preparation, giftedness, and personal fitness for vocational Christian service. If approved for Ordination by the Board of Elders, the candidate shall be ordained in the presence of the congregation at a specially called meeting or worship service.

11 ARTICLE XI. MEETINGS

11.1 SECTION 1. QUORUM.

No business meetings of the general Church membership will be conducted without a quorum of thirty percent (30%) of the voting members of the Church. An affirmative majority vote of the members present and entitled to vote on the subject matter will be required to transact all business, except as stated elsewhere in this Constitution.

11.2 SECTION 2. MEETINGS.

The time and date of all special and annual meetings of the members of the Church will be decided by the Board of Elders. The Board of Elders must meet once a month to make decisions regarding the work and ministry of the Church. The annual congregational meeting will be held on a Sunday during the month of October at a time and date determined by the Board of Elders.

If an in-person gathering for any Church meeting is deemed to be illegal, or if the Board of Elders determines it is in the best interest of the Church to not gather together in-person physically, said meeting may be attended by the voting members of that meeting virtually by means of

conference telephone call or other video communications equipment such that all persons participating in the meeting can hear each other. Electronic voting via secured electronic equipment is also allowed.

11.3 SECTION 3. ELECTION AND BALLOTING.

All congregational meetings will be conducted in the following manner:

- A. Notice of the meeting is to be placed in the electronic Church Bulletin, and announced from the pulpit at least two (2) weeks prior to the meeting.
- B. Names of candidates and major items of congregational business to be considered at the meeting will be listed in the announcement.
- C. All elections by the Church membership will be determined by secret ballot polled by voting members who are at least sixteen (16) years of age.
- D. Two-thirds (2/3) majority vote of the voting members present at the meeting will be required for the confirmation of Board members and hiring of pastoral staff.
- E. The chairman of the Board of Elders will conduct all congregational meetings.
- F. Each Church member shall be entitled to one vote only on matters submitted to a vote by the Board of Elders.
- G. The fiscal year of the Church will be from October 1st through September 30th.

12 ARTICLE XII. AMENDMENTS

The Constitution may be changed or altered at a duly announced meeting of the congregation, providing the proposed alteration, in written form, has been conspicuously posted or sent to members, and announced from the pulpit on two consecutive Sundays preceding said meeting. A majority of the voting members of the Church present at the meeting is necessary for a Constitutional amendment. However, any change or alteration of the Doctrinal Statement as set forth in Article III will require a three-fourths (3/4) vote of the voting members of the Church present at the meeting.

13 ARTICLE XIII. DISSOLUTION

In case of the dissolution of Clearwater Community Church, the property, monies, and other assets belonging to Clearwater Community Church shall, in-kind or after liquidation, be donated as follows:

1. Twenty-five percent of unencumbered cash shall be donated to persons and/or organizations who have been supported by Clearwater Community Church's mission program continuously for the immediately preceding twelve months. Each qualifying individual or organization will receive a share of the twenty-five percent, which is equal to, but not greater than, their monthly support as a percent of the Church's total monthly support to all qualified persons and organizations. Any excess cash shall be donated in accordance with the following paragraph.
2. All remaining unencumbered cash, assets, and proceeds from the liquidation of assets shall be donated to one or more local Churches, and/or ministries as the Board of Elders may determine in a manner that is compliant with then-current federal and state laws. A recipient organization must have 501(C)3 status as a non-profit, charitable organization(s).

14 ARTICLE XIV. ARBITRATION

A dispute between a Church member and Clearwater Community Church may not be litigated in civil court. The New Testament gives the Church clear guidance for how to resolve conflicts. In resolving disputes between a member and Church, the Biblical steps will be taken: (1) endeavor to resolve the dispute by discussion between the disputing parties [*Matt 18:15*]; (2) if discussion is unsuccessful in resolving the dispute, involve others in an effort to mediate the dispute [*Matt 18:16*]; and (3) if mediation is unsuccessful, appoint a person of sound character and good reputation to serve as judge in arbitration [*1 Cor 6:4*]. The Church discipline procedures set forth herein may be initiated at any step in the process if deemed appropriate by the Board of Elders. [*Matt 18:17*]

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