



FIRM FAMILY
CHURCH

Bylaws

EFFECTIVE SEPTEMBER 14, 2020

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ARTICLE I. Name

The name of this corporation is The Gathering Chico. This corporation operates under the fictitious business name Firm Family Church. This corporation will be further referred to in these Bylaws as the “Church” and also may be referred to in these Bylaws by and as the Elders of the Church, as defined in §10.1, shall determine from time to time.

ARTICLE II. Mission Statement

To help people from all ages and stages develop a faith that is real and friends that are true so that we may think biblically, live distinctively, and love like Jesus, to impact the world for Christ.

ARTICLE III. Offices

3.1 Principal Office

The principal office for business transactions of the Church is 25 Bellarmine Court, Chico, CA 95928. This office is located in Butte County.

The Elders shall have full power and authority to change the principal office from one location to another. The Church secretary shall record any change in the location of the principal office.

3.2 Other Offices

The Elders of the Church shall have power and authority to establish other offices, campuses, sites and locations at any place or places where the Church is qualified under applicable law to conduct its business.

ARTICLE IV. Nonprofit Status

The Church is a nonprofit corporation under the laws of the state of California and is organized under the California Corporations Code, as amended (the “Code”). Federal tax exemption under Internal Revenue Code 501(c)(3) is has been granted, recognizing The Gathering Chico dba Firm Family Church as a public charity.

ARTICLE V. Purposes

The Church is formed for any lawful purpose or purposes not expressly prohibited under Title 1, Division 2, Part 4, of the Code. The Church is organized and shall be operated exclusively for religious, charitable and educational purposes within the meaning of Section 501(c)(3) of the Internal Revenue Code of 1986, as amended. Notwithstanding the foregoing, the Church’s purposes also include the limited participation of the Church in any other activities, including taxable activities, but only to the extent the activities would be permitted by a tax-exempt organization. More particularly, but without limitation, the purposes of this Church are:

(a) to promote the Christian religion by any appropriate form of expression, within any available medium, and in any location, through the Church’s combined or separate formation, of a church, ministry, charity, school, or eleemosynary institution, without limitation;

(b) to ordain, employ and discharge ordained ministers of the gospel, and others, to conduct and carry on divine services at the place of worship of the Church, and elsewhere;

(c) to collect and disburse any and all necessary funds for the maintenance of said Church and the accomplishment of its purpose within the State of California and elsewhere;

(d) to make distributions to organizations that qualify as exempt organizations under Section 501(c)(3) of the Internal Revenue Code of 1986 as amended; and

(e) to promote, encourage, and foster any other similar religious, charitable and educational activities; to accept, hold, invest, reinvest and administer any gifts, legacies, bequests, devises, funds and property of any sort or nature, and to use, expend, or donate the income or principal thereof for, and to devote the same to, the foregoing purposes of the Church; and to do any and all lawful acts and things which may be necessary, useful, suitable, or proper for the furtherance of accomplishment of the purposes of this Church; provided, however, no act may be performed which would violate Section 501(c)(3) of the Internal Revenue Code of 1986, as it now exists or as it may hereafter be amended.

ARTICLE VI. Powers and Restrictions

Except as otherwise provided in these Bylaws and in order to carry out the above-stated purposes, the Church shall have all those powers set forth in the Code, as it now exists or as it may hereafter be amended. Moreover, the Church shall have all implied powers necessary and proper to carry out its express powers. The powers of the Church to promote the purposes set out above are limited and restricted in the following manner: The Church shall not pay dividends and no part of the net earnings of the Church shall inure to the benefit of or be distributable to its organizers, officers or other private persons, except that the Church shall be authorized and empowered to make payments and distributions (including reasonable compensation for services rendered to or for the Church) in furtherance of its purposes as set forth in the Articles of Incorporation or these Bylaws. No substantial part of the activities of the Church shall be the carrying on of propaganda, or otherwise attempting to influence legislation, and the Church shall not participate in, or intervene in (including the publication or distribution of statements) any political campaign on behalf of any candidate for public office. Notwithstanding any other provisions of the Certificate of Formation or these Bylaws, the Church shall not carry on any other activities not permitted to be carried on by (i) a corporation exempt from Federal Income Tax under Section 501(c)(3) of the Internal Revenue Code of 1986, as amended, or corresponding provisions of any subsequent federal tax laws, or (ii) a corporation, contributions to which are deductible under Section 170(c)(2) of the Internal Revenue Code of 1986, as amended, or corresponding provisions of any subsequent federal tax laws.

In the event this Church is in any one year a “private foundation” as defined by Section 509(a) of the Internal Revenue Code of 1986, as amended, or corresponding provisions of any subsequent federal tax laws, it shall be required to distribute its income for such taxable year at such time and in such manner as not to subject the foundation to taxation under Section 4942 of the Internal Revenue Code of 1986, as amended, or corresponding provisions of any subsequent federal tax laws; and further shall be prohibited from: (a) any act of “self dealing” as defined in Section 4941(d) of the Internal Revenue Code of 1986, as amended, or corresponding provisions of any subsequent federal tax laws; (b) retaining any “excess business holdings” as defined by Section 4943(c) of the Internal Revenue Code of 1986, as amended, or corresponding provisions of any subsequent federal tax laws; (c) making any investments in such manner as to subject the foundation to taxation under Section 4944 of the Internal Revenue Code of 1986, as amended, or corresponding provisions of any subsequent federal tax laws; or (d) making taxable expenditures as defined in Section 4945(d) of the Internal Revenue Code of 1986, as amended, or corresponding provisions of any subsequent federal tax laws.

The Church shall not accept any gift or grant if the gift or grant contains major conditions which would restrict or violate any of the Church's religious, charitable, or educational purposes or if the gift or grant would require serving a private as opposed to a public interest.

ARTICLE VII. Affiliations

The Church is autonomous and maintains the right to govern its own affairs, independent of denominational control. Recognizing, however, the benefits of cooperation with other churches in the fulfillment of its purposes, the Church may voluntarily affiliate with other churches and conventions by a passing vote of the Elders, as defined in §10.1.

ARTICLE VIII. Meetings

8.1 Public Worship

Meetings for public worship shall be held at such times and places as may be provided for under the direction of the Elders.

8.2 Church Business Meetings

The Elders shall have the authority to call a Church business meeting or special meetings as needed.

ARTICLE IX. Articles of Faith

9.1 Statement of Basic Belief

The following Statement of Basic Belief represents the core orthodox beliefs of the Church from a biblical and historical perspective. Revisions to the Statement of Basic Belief in order to more clearly align to Scripture shall be at the sole discretion of the Elders, with the understanding that such changes will be communicated to Church. This statement has been adopted from the Evangelical Free Church of America without modification.

We believe . . .

God

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

The Bible

We believe that God has spoken in the Scriptures, both Old and New Testaments, through the words of human authors. As the verbally inspired Word of God, the Bible is without error in the original writings, the complete revelation of His will for salvation, and the ultimate authority by which every realm of human knowledge and endeavor

should be judged. Therefore, it is to be believed in all that it teaches, obeyed in all that it requires, and trusted in all that it promises.

The Human Condition

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

Jesus Christ

We believe that Jesus Christ is God incarnate, fully God and fully man, one Person in two natures. Jesus—Israel's promised Messiah—was conceived through the Holy Spirit and born of the virgin Mary. He lived a sinless life, was crucified under

Pontius Pilate, arose bodily from the dead, ascended into heaven and sits at the right hand of God the Father as our High Priest and Advocate.

The Work of Christ

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

The Holy Spirit

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

The Church

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

9.2 Statement of Basic Belief with Scripture References

God

We believe in one God (Dt. 6:4; Mk. 12:29), Creator of all things (Gen. 1:1; Ps. 33:6; Jn. 1:3; Col. 1:15-17; Heb. 11:3), holy (Ex. 15:11; Isa. 6:3; 57:15), infinitely perfect (Dt. 32:4; Ps. 18:30; 50:2; 90:2; 145:3; Matt. 5:48), and eternally existing (Ps. 33:11; 102:25-27; 115:3; Dan. 4:34-35; Jn. 5:26; Acts 17:24-25) in a loving unity (Jn. 3:35; 17:24; 1 Jn. 4:8,16) of three

Christian Living

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

Christ's Return

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

Response and Eternal Destiny

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

equally divine Persons (Jn. 17:11; Matt. 3:16-17; 28:19; 2 Cor. 13:14; 1 Pet. 1:2); the Father (Dt. 32:6; Mt. 6:6; Rom. 8:15; 1 Cor. 8:6), the Son (Matt.3:17; Jn. 1:14; 3:16; Gal. 4:4; Heb. 1:5), and the Holy Spirit (Jn. 14:16, 17, 26; 15:26; 16:7-15; Rom. 8:9, 26; Gal. 4:6). Having limitless knowledge (Ps. 139:1-16; 147:5; Isa. 46:10; Jn. 21:17) and sovereign power (Jer. 32:17; Eph. 1:11; Rm. 8:28; 2 Cor. 6:18; Eph.

3:20; Rev. 1:8), God has graciously purposed from eternity to redeem a people for Himself (1 Cor. 2:7; Eph. 1:11; 3:10,11; 2 Tim. 1:9; Tit. 1:2; 1 Pet. 1:20; Rev. 13:8) and to make all things new (Matt. 19:28; Acts 3:21; Rom. 8:19-21; Rev. 21,22) for His own glory (Ps. 19:1-2; Isa. 43:7; Jer. 13:11; Col. 1:15-23; Rev. 4:11; 5:9-14).

The Bible

We believe that God has spoken in the Scriptures (Matt. 1:22; 4:4; 19:4,5; Heb. 1:1-2), both Old and New Testaments (2 Pet. 3:15,16), through the words of human authors (Lk. 1:1-4). As the verbally inspired Word of God (2 Tim. 3:16; 2 Pet. 1:20,21), the Bible is without error in the original writings (Num. 23:19; 2 Sam. 7:28; Prov. 30:5; Ps. 119:96, 160; Matt. 5:18; Jn. 10:35; 17:17; Tit. 1:1,2), the complete revelation of His will for salvation (Lk. 16:29-31; Gal. 1:8,9; 2 Tim. 3:15), and the ultimate authority by which every realm of human knowledge and endeavor should be judged (Jn. 17:17; 1 Tim. 3:15-17; 1 Pet. 1:23; Ps. 119:44,45,165). Therefore, it is to be believed in all that it teaches (Matt. 22:29; Rom. 15:4; 2 Tim. 3:16), obeyed in all that it requires (Matt. 28:20; 2 Thess. 3:14; 1 Jn. 2:5), and trusted in all that it promises (Rom. 1:2; 4:21; Heb. 10:23; 2 Pet. 1:4; 3:13).

The Human Condition

We believe that God created Adam and Eve in His image (Gen. 1:26-27; 5:1; 9:6; 1 Cor. 11:7; Col. 3:10; Jms. 3:9), but they sinned when tempted by Satan (Gen. 3:1-6; Jn. 8:44; Rom. 5:12-14; 16:20; 2 Cor. 11:3; 1 Tim. 2:13-14). In union with Adam (Job 14:4; Ps. 51:5; Jn. 3:6; Rom. 3:12; 5:12-14; 1 Cor. 15:22a; 1 Jn. 1:8), human beings are sinners by nature and by choice (Gen. 6:5; Jer. 17:9; Isa. 6:5; Rom. 5:15; 8:5-8; Eph. 2:1-2; 4:17-19), alienated from God (Rom. 5:10), and under His wrath (Rom. 1:18; 2:5; 3:9-19; 3:23; Eph. 2:3). Only through God's saving work in Jesus Christ (Act 4:12; 1 Tim. 2:5) can we be rescued (1 Thess. 1:10), reconciled (Rom. 5:1,2,10; Col. 1:20) and renewed (Rom. 8:29; 2 Cor. 3:18; Eph. 4:24; Phil. 3:21; 1 Jn. 3:2).

Jesus Christ

We believe that Jesus Christ (Matt. 1:21; 16:18) is God incarnate (Jn. 1:14, 18; 1 Jn. 4:2), fully God (Isa. 9:6; Jer. 23:6; Jn. 1:1; 20:28; Rom. 9:5; Col. 2:9) and fully man (Matt. 4:2; Lk. 2:40, 52; Jn. 11:35; Heb. 5:7-8; 1 Jn. 1:1-3), one Person in two natures (Jn. 3:13; 10:30; 17:5). Jesus—Israel's promised Messiah (Gen. 3:14-20; 12:1-3; 49:8-12; 2 Sam. 7:11b-16; Matt. 1:1, 17; Lk. 4:16-22; 24:25-27; Jn. 1:41; 4:25-26; Acts 2:36; 13:23,32; Rom. 1:2-3; 2 Tim. 2:8,9)—was conceived through the Holy Spirit (Matt. 1:18; Lk. 1:34,35) and born of the virgin Mary (Isa. 7:14; Matt. 1:20; Lk. 1:34,35). He lived a sinless life (Rom. 5:19;

Gal. 4:4,5; Matt. 3:15; Phil. 2:7,8; Heb. 4:15), was crucified under Pontius Pilate (Dt. 21:23; Ps. 16:10; Matt. 27:26; Mk. 15:15; Lk. 23:16; Jn. 19:16; Acts 2:27, 37), arose bodily from the dead (Matt. 28:1-10; Mk. 16:1-8; Lk. 24:39; Rom. 4:25; 1 Cor. 15:20, 44-45; Col. 1:18; Rev. 1:5), ascended into heaven (Lk. 24:51; Acts 1:6-11; Eph. 1:20; 4:8-10; 1 Tim. 3:16) and sits at the right hand of God the Father (Eph. 1:20; Col. 3:1; Heb. 1:3; 8:1; 10:12; 1 Pet. 3:22) as our High Priest (Heb. 2:17; 3:1; 4:14; 6:20; 8:1) and Advocate (Rom. 8: 34; Heb. 7:25; 9:24; 1 Jn. 2:1).

The Work of Christ

We believe that Jesus Christ, as our representative (Gen. 2:15-17; Matt. 4:1-11; Mk. 1:12-13; Lk. 4:1-13; Rom. 5:18-19; 1 Cor. 1:30; 15:45, 47; Phil. 3:9) and substitute (Mk. 10:45; Heb. 2:16-17; 1 Pet. 2:24; 3:18), shed His blood on the cross (Lev. 17:11; Mt. 26:28; Heb. 9:14, 22; 10:19; 1 Pet. 1:18-19; Rev. 12:10-11) as the perfect, all-sufficient sacrifice (1 Cor. 5:7; Heb. 9:23-24, 26, 28; 10:1; 13:11, 12) for our sins (Isa. 53:5-7, 12; Jn. 1:29; Rom. 3:21-26; 2 Cor. 5:21; Gal. 3:13; 1 Jn. 3:5). His atoning death (Rom. 3:25; Heb. 2:17; 1 Jn. 2:2; 4:10) and victorious resurrection (Col. 1:13; 2:13-15; Heb. 2:14-15) constitute the only ground for salvation (Rom. 4:25; 6:4, 11, 14; 1 Cor. 6:14; 15:20; 2 Cor. 4:14; Eph. 1:19-20; 2:5-6; 1 Pet. 1:3).

The Holy Spirit

We believe that the Holy Spirit, in all that He does, glorifies the Lord Jesus Christ (Jn. 16:14). He convicts the world of its guilt (Jn. 16:8; 1 Cor. 2:14). He regenerates sinners (Ezek. 36:25-27; Jn. 3:3, 5; 1 Cor. 12:3; 2 Cor. 5:17; Eph. 2:5; Col. 2:13; 1 Thess. 1:4-5; 2 Thess. 2:13; Tit. 3:5; Jms. 1:18; 1 Pet. 1:3), and in Him they are baptized (Mk. 1:8; Acts 1:5; 1 Cor. 12:13) into union with Christ (Rom. 3:24; 5:15-21; 12:5; 1 Cor. 1:2; 6:19; 15:22b; 2 Cor. 5:17; Gal. 1:22; 2:17; 3:28; Eph. 1:4; 2:12; 3:6; 4:32; 2 Tim. 2:10; 1 Thess. 4:16) and adopted as heirs (Rom. 8:15, 23; 9:4; Gal. 4:5; Eph. 1:5; Tit. 3:7) in the family of God (Matt. 12:49-50; 2 Cor. 6:18; Eph. 3:14; 1 Jn. 3:14-18). He also indwells (Jn. 14:17; Rom. 8:11; 1 Cor. 3:16), illuminates (1 Cor. 2:2; 2 Cor. 4:4-15; Eph. 1:17-19; Phil. 1:9-11), guides (Jn. 16:13; Acts 15:28; Rom. 8:4, 14; Gal. 5:16, 18), equips (Rom. 12:4-8; 1 Cor. 12: 4-10; Eph. 4: 7-11; 1 Pet. 4:10-11) and empowers (Acts 1:8; 10:38; Rom. 15:13; 1 Cor. 12:11; Eph. 3:16; 2 Tim. 1:7) believers for Christ-like living and service (Acts 6:8; Rom. 8:4-6, 12-16; 2 Cor. 13:14; Gal. 3:3, 5; 5:22-23, 25; Eph. 2:22; 4:3; Phil. 2:1-2).

The Church

We believe that the true church (Matt. 16:18; 1 Cor. 12:28; Eph. 4:4-6; 5:25; Heb. 12:28) comprises all

who have been justified by God's grace through faith alone in Christ alone (Ps. 103:12; Isa. 44:22; Jn. 3:16; Acts 16:31; Rom. 3:20-28; 4:3; 5:1, 21; 8:1, 30, 33-34; 10:4, 9; 2 Cor. 5:21; Gal. 2:16; Eph. 2:8-9; Phil. 3:9; Tit. 3:7; Heb. 10:14). They are united by the Holy Spirit in the body of Christ (1 Cor. 12:12-27), of which He is the Head (Eph. 1:22-23; 4:15-16; Col. 1:18; 2:19). The true church is manifest in local churches (Acts 9:31; 20:28-30; Rom. 16:5; 1 Cor. 1:2; 16:19; 2 Cor. 1:1; 1 Thess. 1:1; Philem. 1-2), whose membership should be composed only of believers (Matt. 18:15-20; Acts 2:41, 47; 14:23; 20:7; 1 Cor. 1:2, 9; 11:20; 12:13; 14:40; 16:1-2; 1 Tim. 3:1-13; 5:9; Tit. 1:5-9; Heb. 10:25). The Lord Jesus mandated two ordinances, baptism (Matt. 28:18-20; Rom. 6:3-4; Col. 2:12) and the Lord's Supper (Matt. 26:26-29; Mk. 14:22-25; Lk. 22:15-20; 1 Cor. 11:23-26), which visibly and tangibly express the gospel. Though they are not the means of salvation, when celebrated by the church in genuine faith, these ordinances confirm and nourish the believer (Jn. 6:55-56; Acts 2:38; 8:39; 16:34; 1 Cor. 10:16; 11:29-30; Col. 2:12).

Christian Living

We believe that God's justifying grace must not be separated from His sanctifying power and purpose (Matt. 7:17-18; 12:33, 35; Heb. 11:6; Eph. 2:10; 1 Cor. 10:31; Col. 3:17, 23; 1 Thess. 5:23; 2 Thess. 2:13; 2 Cor. 5:17; 1 Jn. 2:29; 3:9; 5:18; 2 Cor. 3:18; Tit. 3:5; 1 Cor. 6:11; Rom. 6:11, 14; 1 Pet. 1:15; Phil. 2:12-13; Heb. 12:1, 14; 2 Tim. 1:9; Js. 2:17; 1 Pet. 2:24; 2 Pet. 1:3-11). God commands us to love Him supremely and others sacrificially (Dt. 6:5; Lev. 19:18; Matt. 22:37-39; Mk. 12:30; Lk. 10:27) and to live out our faith with care for one another (Rom. 12:10; 14:13; 15:7, 14; Gal. 5:26; Eph. 4:32; 1 Thess. 3:12; 5:11, 15; Heb. 10:24-25; 1 Pet. 4:9), compassion toward the poor (Dt. 15:11; Psa. 82:3,4; Psa. 140:12; Prov. 14:21,31; 19:17; 22:9,16,22,23; 28:8; 29:7; 31:8,9; Jer. 22:16; Gal. 2:10; Js. 1:27) and justice for the oppressed (Ex. 23:6; Lev. 19:15; Psa. 82:3,4; 140:12; Prov. 29:7; 31:9; Isa. 1:17; Jer. 9:24; Mic. 6:8; Zech. 7:9,10; Matt. 23:23; Luke 4:18). With God's Word, the Spirit's power, and fervent prayer in Christ's name (Eph. 6:10-18), we (Heb. 3:13; 10:25), are to combat

the spiritual forces of evil (2 Cor. 10:3-5; Eph. 6:11, 12; 2 Tim. 4:7; 1 Jn. 5:3-4). In obedience to Christ's commission, we are to make disciples among all people (Matt. 28:19; Jn. 20:21; Rev. 7:9), always bearing witness to the gospel (Acts 1:8) in word and deed (Matt. 5:13-16).

Christ's Return

We believe in the personal, bodily (Matt. 24:30; 26:64; Acts 1:11; Rev. 1:7) and glorious (Matt. 16:27; 19:28; 24:30; 25:31; Mk. 8:38; Lk. 9:26; 21:27; Col. 3:4; 2 Thess. 1:10; Tit. 2:13; 1 Pet. 1:7; 4:13; 5:1, 4) return of our Lord Jesus Christ (Matt. 25:31; Tit. 2:13; 2 Thess. 1:6-8; Rev. 19:11-21). The coming of Christ, at a time known only to God (Matt. 24:36; Mk. 13:32), requires constant expectancy (Matt. 24:42-51; Rom. 13:11-14; 1 Thess. 5:1-11; Js. 5:8,9; 2 Pet. 3:10-14; Rev. 3:3) and, as our blessed hope (Tit. 2:13), motivates the believer to godly living, sacrificial service and energetic mission (2 Thess. 1:6-8; 2 Tim. 4:8; Tit. 2:14; Heb. 9:28; 1 Jn. 3:2-3; 2 Pet. 3:10-14).

Response and Eternal Destiny

We believe that God commands everyone everywhere (Acts 20:20) to believe the gospel (Mk. 1:15; Jn. 6:29; 8:24; 11:26; 14:1; 20:31; Acts 16:31; Rom. 3:22; 10:14; Gal. 3:22; 1 Tim. 1:16; 1 Pet. 1:8; 1 Jn. 3:23) by turning to Him in repentance (Isa. 55:6-7; Lk. 24:47; Acts 2:37-38; 3:19; 14:15; 20:21; 26:17,18; Rom. 2:4; 2 Cor. 7:9-10) and receiving the Lord Jesus Christ (Jn. 1:12). We believe that God will raise the dead bodily (Isa. 26:19; Dan. 12:2; 1 Cor. 15; 1 Thess. 4:13-18; Rev. 20:13) and judge the world (Ecc. 12:14; Matt. 12:36; 26:31-32; Acts 17:31; Rom. 14:10; 2 Cor. 5:10; 2 Tim. 4:1; Rev. 20:12), assigning the unbeliever to condemnation and eternal conscious punishment (Matt. 25:46; Lk. 16:26; 2 Thess. 1:9; Rev. 14:11; 21:6,8; 22:14,15), and the believer to eternal blessedness and joy with the Lord (Matt. 25:34, 46; Jn. 14:2; Rev. 21:1-3), in the new heaven and the new earth (Isa. 65:17; 66:22; Rom. 8:19-21; Heb. 12:26,27; 2 Pet. 3:13; Rev. 21:1; 22:3), to the praise of His glorious grace (Eph. 1:6, 12). Amen.

9.3 Statement on Marriage, Sexuality, and Gender

It is the biblical position that marriage involves the union of one man and one woman in permanent sacred fidelity. Though various cultures and customs have evolving definitions of marriage, it is God alone who has ultimate authority to prescribe and describe the marital relationship (Genesis 2:24, Matthew 19:1-9, Mark 10:1-12).

Furthermore, sexual intimacy is only properly exercised and pursued within the confines of this marital relationship. Sexual immorality, defined as any sexual activity outside of the boundaries of the sacred marital relationship between one man and one woman, is clearly and expressly

prohibited by the Lord (Matthew 15:19, 1 Corinthians 6:9-11, 1 Thessalonians 4:3, Hebrews 13:4). As a consequence, the Church regards any and all forms of sexual immorality, including adultery, fornication, homosexual behavior, bisexual conduct, bestiality, incest, pornography or even lustful intent toward such, as sinful and ultimately unsatisfying. Moreover, the Church also regards as sinful the intent or desire to surgically alter one's biological sex to a different sex. Since the body is a creation of God, the Church holds sexual identity to be biologically determined, and associated gender norms are to be observed as appropriate to biblical standards. Disagreement with one's biological sex only leads to spiritual confusion and emotional chaos (Genesis 1:27, Romans 1:26-32, 1 Corinthians 6:9-11).

In order to preserve the function and integrity of the Church as the local Body of Christ, and to provide a biblical example to the Church Members and the community, it is imperative that all persons employed by the Church in any capacity or united to the Church in membership should abide by and agree to this §9.3, "Statement on Marriage and Sexuality" and conduct themselves accordingly.

Though sinful sexual expression is egregious (as is all sin), the gospel provides redemption and restoration to all who confess and forsake their sin, seeking mercy and forgiveness through Jesus Christ (1 Corinthians 6:9-11, Ephesians 2:1-10, Titus 3:3-7). Furthermore, there is a difference between temptation and unrepented sin. Jesus was tempted in all ways as we are, yet He never sinned. Members, employees, volunteers and attendees of the Church wrestling with all manner of sexual temptation will find a Church ready to point them to Jesus and join with them to fight for their obedience to Christ. Jesus called the weary and heavy-laden to Himself. As a church desiring to follow Christ fully, the Church will be a safe place for men and women fighting sexual temptations of all kinds. For those fighting temptation and repenting of sin, the Church will provide love, care and direction (Matthew 11:28-30, 1 Corinthians 10:13, Hebrews 2:17-18, Hebrews 4:14-16).

The Church's Statement on Marriage and Sexuality does not provide grounds for bigotry, bullying or hate, as we fully believe that every person must be afforded compassion, love, kindness, respect and dignity, regardless of his or her lifestyle. Hateful and harassing behavior or attitudes directed toward any individual are to be repudiated as sinful and are not in accordance with the Scriptures nor the doctrines of the Church.

This §9.3 specifically gives the Elder board the right and authority to prohibit acts or omissions, including but not limited to (a) permitting any Church assets or property, whether real property, personal property, intangible property, or any property or asset of any kind that is subject to the direction or control of the Church, to be used in any manner that would be—or, in the sole determination of the Elders, could be perceived by any person to be—inconsistent with this Statement on Marriage and Sexuality; and (b) permitting any Church facilities to be used by any person, organization, corporation, or group that would or might use such facilities to convey, intentionally or by implication, what might be perceived as a favorable impression about any definition of marriage other than that contained in this Section.

The Church's Statement on Marriage and Sexuality is based upon God's will for human life as conveyed to us through the Scriptures, upon which this Church has been founded and anchored, and this §9.3 shall not be subject to change through popular vote; referendum; prevailing opinion

of Members or the general public; influence of or interpretation by any government authority, agency, or official action; or legal developments on the local, state, or federal level.

ARTICLE X. Church Elders

10.1 Definition and Powers

The overall policy, control, direction and management of the ministry, operations and finances of the Church shall be vested in the Elder body.

Elders are entrusted with the governance of the Church. The Elder board's oversight includes, but is not limited to, teaching, protecting, leading, disciplining, equipping and caring for the corporate Church body and its individual Members as well as the oversight of all ministry, operations and finances of the Church. The Elders are also responsible for being obedient to the Scriptures in the doctrine of the Church, establishing the overall vision of the Church and appointing new Elders.

10.2 Lay Elders and Vocational Elders

Lay Elders are defined as those Elders who are not in the employ of the Church as a regular part-time or full-time staff member. Vocational Elders are defined as those Elders who are in the employ of the Church as a regular part-time or full-time staff member.

Lay Elders shall not receive compensation or salaries for their service. Vocational Elders may receive reasonable compensation for fulfilling their vocational responsibilities as employees of the Church. A Vocational Elder shall neither vote on nor determine his own personal salary or benefits or designate his personal housing allowance.

10.3 Qualifications

The minimum qualifications for Elders shall not be less than those listed in 1 Timothy 3:1-7 and Titus 1:6-9, including without limitation the requirement that Elders be men. In addition to the minimum qualifications given in Scripture, Elders must fully subscribe to Church's Articles of Faith (Article IX, page 2) and be actively involved in the ministry of the Church. The Elders may at any time create, alter, amend, repeal or restate resolutions establishing additional qualifications outside of those listed in the above scriptures.

10.4 Duties

The duties of the Elders shall include, but not be limited to, leading the Church to fulfill the purposes of the Church.

The Elder board, as a group, shall supervise all employees of the Church; the Vocational Elders, as individuals, shall supervise those employees reporting to them hierarchically within the Church staff. The Elders may delegate to Church employees any and all duties and responsibilities the Elders deem reasonable, subject to the rights, if any, of the person under contract of employment.

The Elders of the Church shall vote on the matters of (a) appointment of any Elder, (b) doctrinal issues, (c) removal of any Elder, and (d) other actions deemed major and extraordinary by the Elders. Elder votes on any matter may be communicated to the Church at the sole discretion of the Elders, other than a vote on the appointment of any Elder, which shall follow the procedure outlined in §10.1.5 below.

The Elders shall make the final determination in regards to any ecclesiastical questions. The Elders shall be the express and final arbiter of ecclesiastical polity, religious doctrine, and questions of Church property, and shall make the final decision with respect to any other matter that shall arise concerning the Church, its internal workings, and its governance in every respect, consistent with these Bylaws. In deciding such matters, the Elders shall use the standards of: (a) the best spiritual, financial, and operating interests of the Church in light of the Bible and the tenets of faith of the Church; and (b) the furtherance of the religious purposes of the Church as discerned by the Elders according to the teachings of the Bible.

10.5 Selection and Term of Office

The Elders shall have the sole authority to appoint new Elders. A man shall be appointed as an Elder by a passing vote of the Elder body (as defined in §10.1.8 below) after he has been tested and proven to meet the qualifications stated in §10.1.3 above. The Elders may appoint a committee or group to vet Elder candidates and report its findings to the Elder body. The Elders may also receive recommendations for Elder candidates from Church Members.

The proposed appointment of any Elder shall be communicated to the Church at least twenty-one (21) days in advance and Church Members shall have an opportunity to submit questions, comments and concerns, which will be considered by the Elders on a case-by-case basis. Confirmation and appointment of a new Elder shall be at the sole and final discretion of the existing Elders and effectuated upon their passing vote.

Once a man is appointed to the Elder body as an Elder, there is no limitation upon the duration of his service.

If the Elder body determines that an Elder needs an extended Sabbath because of a legitimate need (e.g., illness or tragedy), then such Elder may transition to being an active but nonvoting Elder for a set period of time determined by the Elder body.

To resign from the Elder body, an Elder shall notify, in writing, the Elder body. The remaining Elders shall determine the most fruitful and edifying way to notify the Church. A vacancy in the Elder body because of death, resignation, removal or any other cause shall be filled only in the manners prescribed in these Bylaws. Such vacancies may be filled as they occur.

10.6 Removal

Any Elder may be removed from the office of Elder for valid cause. Discipline of Elders must be consistent with the standards set forth in Article XIII of these Bylaws (page 11). The Elder body will determine the specific procedure for removal of a Elder. This procedure may be altered, amended, repealed or restated by a resolution of the Elders. The Elders shall have the sole authority to remove an Elder. A written notice of the proposed removal of any Elder shall be given to such Elder at least ten (10) days prior to the meeting at which an action to effectuate such removal is to be taken to ensure that the Elder is given a reasonable opportunity to defend himself. The Elder shall have the opportunity to answer the charges in the presence of his accusers, but shall not be present during the discussion and vote on his removal. Such removal shall take place only upon and after a passing vote of the Elders. The Elder under consideration for removal shall not have voting rights while such removal is considered.

10.7 Elder Meetings

Regular meetings of the Elders shall be held in a location that the Elders deem from time to time.

Any meeting may be held by conference telephone or similar communication equipment, as long as all of the Elders participating in the meeting can hear one another. All Elders participating telephonically shall be deemed present at such meetings.

10.8 Voting, Dissent and Supermajority

A passing vote is accomplished by supermajority of all serving Elders.

In an Elder body of 5, a passing vote would be carried at 4 to 1.

In an Elder body of 6, a passing vote would be carried at 4 to 2.

In an Elder body of 7, a passing vote would be carried at 5 to 2.

In an Elder body of 8, a passing vote would be carried at 6 to 2.

In an Elder body of 9, a passing vote would be carried at 6 to 3.

If any matter set for vote is not passed unanimously and it is a non-urgent matter (one not requiring immediate action for financial and/or legal reasons) the matter will automatically be tabled until the next scheduled Elder meeting for the purpose of individually seeking the Lord to confirm direction. If the vote remains the same at the next meeting and a supermajority has been met, the matter will pass.

ARTICLE XI. Ordination and Licensing

The Church will consider ordaining duly qualified pastoral, ministerial and executive staff positions as determined by the Elders in accordance with the guidelines of Scripture. All ordained staff members are expected to assist in baptism, communion, prayer and other ministerial duties. Furthermore, ordained males are expected to be available to officiate weddings and funerals. The Church reserves the right to revoke ordination in cases such as moral failure or termination of employment. The decision to rescind or extend ordination shall be at the discretion of the Elders.

The Church will consider licensing select individuals on a case-by-case basis for various aspects of ministry and mission. Licenses can be issued for a specific term or indefinite periods at the discretion of the Elders. The Church also reserves the right to revoke a license at the discretion of the Elders.

ARTICLE XII. Church Discipline

Church discipline is a necessary mark of a healthy church and shall be applied in cases of sexual misconduct, gossip, divisiveness, dishonesty, and various other expressions of sin. In accordance with the biblical pattern generally outlined in Matthew 18:15-17, a person who evidences such sin will be confronted in an initial one-on-one meeting, followed by escalating engagement by ministerial and pastoral staff and Elders.

Where the steps of discipline are exhausted in cases of unrepentant and/or habitual sin, the Elders will consider removing a person from the congregation with the hope of eventual reconciliation and restoration. This removal may or may not include a prohibition to attend Church services and events, depending on the circumstances. In addition, it might include public disclosure of removal from congregation and the circumstances leading to this decision to the entire Church.

Those so disciplined will in turn be restored to fellowship where the Elders have determined that appropriate repentance has occurred.

ARTICLE XIII. Conflict of Interest Policy

These bylaws hereby incorporate by reference the Conflict of Interest Policy of The Gathering Chico as adopted October 1, 2019. All corporate officers, Elders, and staff of the church shall abide by said Conflict of Interest Policy.

ARTICLE XIV. Transactions of the Church

14.1 Contracts and Legal Instruments

The Elder board may authorize an individual Elder, employee or agent of the Church to enter into a contract or execute and deliver any instrument in the name of and on behalf of the Church. This authority may be limited to a specific contract or instrument, or it may extend to any number and type of possible contracts and instruments.

14.2 Deposits

All funds of the Church shall be deposited to the credit of the Church in banks, trust companies, or other depositories that the Elder board selects.

14.3 Gifts

The Elders may accept on behalf of the Church any contribution, gift, bequest, or devise for the general purposes or any special purpose of the Church including, but not limited to, gifts of money, annuity arrangements, securities, and other tangible and intangible personal property, real property, and interest therein. The Elders may make gifts and give charitable contributions that are not prohibited by these Bylaws, the Articles of Incorporation, state law, or any requirements for maintaining the Church's federal and state tax status.

14.4 Ownership and Distribution of Property

The Church shall hold, own, and enjoy its own personal and real property, without any right of reversion to another entity, except as provided in these Bylaws.

ARTICLE XV. Books and Records

15.1 Required Books and Records

The Church shall keep correct and complete books and records of account.

15.2 Fiscal Year

The fiscal year of the Church shall begin on the first day of January and end on the last day in December in each year.