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December 10th, 2016**

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Real Life Community Church, Inc.
504 Birchwood Ct, Raymore, MO 64083

BYLAWS As Amended
December 10th, 2016

GENERAL PROVISIONS

Section 1. Name.

The name of this corporation shall be Real Life Community Church, Inc.

Section 2. Non Profit Status.

Real Life Community Church, Inc. shall be organized and operated exclusively for religious purposes within the meaning of Section 501(c)(3) of the Internal Revenue Code of 1986, or the corresponding provision of any future United States Internal Revenue law in order to:

1. Minister the Word of God.
2. Conduct regular religious worship services through various forms of ministries.
3. Promote and encourage, through ministries of the organization, cooperation with other organizations ministering within the community.
4. Spread the Word of the Gospel by ministering to all through seminars, radio, television, and other forms of mass media.
5. Conduct a local and international church by the direction of the Lord Jesus Christ and under the leadership of the Holy Spirit in accordance with all the provisions as set forth in the Bible.
6. Maintain local church and missionary facilities.
7. Conduct a school for ministers and leaders.
8. License and ordain qualified individuals including graduates of ministerial schools.
9. To have the right to own, hold in trust, use, possess, sell, convey, mortgage, lease or dispose of such property, real or chattel, as may be needed for the prosecution of its work.

Real Life Community Church, Inc. is not organized , nor shall it operate, for pecuniary gain or profit, and it does not contemplate the distribution of gains, profits, or dividends to its members and is organized solely for non-profit purposes. The property, assets, profits and net income of this church are irrevocably dedicated to charitable, educational, and religious purposes and no part of the profits or net income of this church shall ever inure to the benefit of any individual. On the dissolution of this church, its assets remaining after payment, or provision or payment of all debts and liabilities of this church shall be distributed to a non profit fund, foundation, or corporation that is organized and operated for charitable, educational, ecclesiastical, or religious purposes and that has established its tax exempt status under Section 501(c)(3) of the Internal Revenue Code of 1986.

Section 3. Prohibition Against Sharing in Corporate Earnings.

No member, Trustee, officer, employee, committee member, or person connected with the church, or any other private individual shall receive at any time any of the net earnings or pecuniary profit from the operations of the church, provided that this shall not prevent the payment to any such person of such reasonable compensation for services rendered to or for the church in effecting any of its purposes as shall be fixed by the church leadership, and no such person or persons shall be entitled to share in the distribution of any of the church assets upon dissolution of the church. All members of the church shall be deemed to have expressly consented and agreed that upon such dissolution of the affairs of the church, whether voluntary or involuntary, the assets of the church, after all debts have been satisfied, then remaining in the hands of the leadership shall be distributed, conveyed, delivered and paid over, in such amounts as the leadership may determine or as may be determined by the court of competent jurisdiction for public safety, literary or educational organizations which would then qualify under the provisions of Section 501(c)(3) of the Internal Revenue Code of 1986 and its regulations as they now exist or as they may hereafter be amended.

Section 4. Exempt Activities.

Notwithstanding any other provision of these Bylaws, no member, Trustee, officer, employee, or representative of Real Life Community Church, Inc. shall take any action or carry on any activity by or on behalf of the church not permitted to be taken or carried on by an organization exempt under Section 501(c)(3) of the Internal Revenue Code of 1986 and its regulations as they now exist or as they may hereafter be amended, or by an organization, contributions to which are now deductible under Sections 170(c)(2) and 509(a) (1) of such codes and regulations as they now exist or as they may hereafter be amended.

ARTICLE 1 Offices

The principal office of Real Life Community Church, Inc. herein after referred to as the corporation, shall be located at the address set forth in the Articles of Incorporation. The corporation may have such other offices, either within or without the State of Incorporation, as the Board of Trustees, herein after referred to as the Trustees, may determine.

ARTICLE 2 Church Membership

Church members shall be all people who contribute financially to the corporation (church.) Membership is granted and recognized once a person has attended, completed, and signed the church membership form and has made sufficient contributions. Should one year pass without a record of contribution, membership is automatically terminated or upon written request of termination or death.

Section 1. Mutual Interest.

The behavior of anyone in fellowship with this church is of common interest to the Elders, Trustees and membership. (Gal. 6:1) This church requires every Board member and Congregational member to adhere to a life style that is consistent with the doctrines of this church as taught in the Holy Scriptures. Therefore, this church reserves the right to refuse service to any individual, whether member

or not, that is not submitting their life style to this Scriptural mode of conduct. This refusal would include services, benefits and any use of church assets.

Section 2. Lifestyle.

This church is prohibited from engaging in activities which violate its written doctrines. This church is also prohibited condoning, promoting or allowing any of its assets to be used for activities that violate its written doctrines.

Section 3. Policy and Procedures.

To establish an efficient leadership infrastructure, the Lead Pastor/President shall be responsible to clearly articulate in clear, concise and simple language, a policy and procedures document. The purpose of this document is to create a consistent and logical framework which empowers staff and volunteers to participate in the decision making processes that reflect the Lead Pastor/President's heart and vision for the church.

Section 4. Privacy.

This church shall diligently watch to keep private all records concerning polity, doctrine, counseling and information on individuals in fellowship with this church. This church must not disclose any records that may compromise information about a member's attendance, membership status, giving and counseling records.

Section 5 Request of Records.

Any request by a member or entitled party for a private but legally public documents or records must be made in writing and list exactly what he/she wishes to look at and state a reason for the request as well as sign a statement that the information will be kept in the strictest confidence.

ARTICLE 3 Full Doctrinal Statement

SECTION 1: Knowable Truth -The Bible

We believe the Bible, the sixty-six books of the Old and New Testament's as originally written, were God-breathed. God spoke through Spirit-controlled men and verbally inspired the Word of God, without error and never failing in the original writings, and is the supreme and final authority in doctrine and practice (2 Timothy 3:16-17; 2 Peter 1:21; John 17:17; Psalms 19:7-11; Proverbs 30:5-6; Matthew 5:18; John 10:34-35; Romans 15:4; Revelation 22:18-19)

SECTION 2: One God - The Trinity

We believe there is one God eternally existent in three persons equal in divine attributes: Father, Son - Jesus, and Holy Spirit. These three are co-equal and co-eternal but executing distinct offices. (Deuteronomy 6:4; Matthew 28:19-20; 2 Corinthians 13:14; see also 1 Corinthians 8:6, Colossians 2:9 & Acts 5:3-4).

SECTION 3: Uniqueness of Jesus Christ

We believe the Lord Jesus Christ, the eternal Son of God, became man living a sinless life, all without ceasing to be God. He was conceived of the Holy Spirit and born of the Virgin Mary and performed miracles in order that He might reveal God, fulfill prophecy and redeem sinful man. We believe He accomplished our redemption through His substitutionary sacrifice on the cross, burial and bodily resurrection. His blood was 100% sufficient to cleanse mankind of all sin. We believe our redemption and salvation are guaranteed by His literal, physical resurrection from the dead and that He is the only means

of salvation. (John 1:1, 14, 18; Luke 1:35; Romans 3:24-26; 4:25; John 14:6; Acts 4:12; Philippians 2:5-8; 1 Timothy 2:5).

We believe that Jesus Christ is the visible image of the invisible God, the firstborn of all creation, the Creator and Sustainer of heaven and earth, and the Head of the church. We believe the Lord Jesus Christ is now in heaven, exalted to the right hand of God where, as High Priest to His people, He serves as our Advocate and intercedes for us (Colossians 1:15-19; Hebrews 1:3; 3:1; 7:23-25; 1 John 2:1-2).

SECTION 4: The Holy Spirit

We believe God the Holy Spirit is a person who restrains evil in the world and convicts men of sin, righteousness and judgment. He dwells in all who believe in Jesus. From the moment of belief in the Son, the Spirit baptizes believers into the body, seals them for salvation, regenerates them to new life, and is fully present to continually fill (control and guide) His own. The Holy Spirit gives a variety of spiritual gifts to all believers to help build and to sanctify the church. (John 16:7-11; John 3:8; 1 Corinthians 12:4-11, 13; John 14:16-17; Ephesians 4:30, 5:18; 1 Thessalonians 5:19).

Some gifts of the Holy Spirit, however, such as speaking in tongues and the gift of miraculous healing, were given to certain individuals as authenticating signs for the early church (Acts 8:14; 10:44-48 & 11:15-18; 19:1-6) and not as final evidence of God's presence in a believer's life nor as confirmations of a "second blessing" or subsequent filling of the Spirit. Furthermore, we believe the gift of tongues in the New Testament always presents itself as a known language (Acts 2:6-13) and not as a private prayer language.

SECTION 6: Angels and Satan

We believe angels are spiritual beings who were created as sinless personalities to bring honor and glory to God's name and to serve Him. Angels occupy different orders and ranks. They presently exist in both unfallen and fallen states. Angels that are in the unfallen state have chosen to follow God and minister on the behalf of those who have started a relationship with Jesus. Angels in the fallen state including Satan and his angels were thrown out of Heaven for rebellion against God (Hebrews 1:13-14; 2 Peter 2:4; Revelation 7:12). We believe Satan, by his own choice the enemy of God and His people, is the originator of sin, that he led our first parents into sin and now rules as "the god of this world." We believe he was judged at the cross and that ultimately he will be cast into the Lake of Fire. (Isaiah 14:12-14; Genesis 3:1-19; Hebrews 2:14; Revelation 20:10).

SECTION 7: God's Pursuit - Man

We believe man was created good and upright and in the image and likeness of God and that man sinned, bringing both physical and spiritual death to himself and his posterity (Genesis 1:27, 2:17, 3:19), Man's eyes were opened to evil and a sin nature began to rule in the lives of people distorting their view of God and their identity with God. Man can do nothing to merit God's favor and as such is in need of salvation so it's only by Jesus' substitutionary death on the cross can man obtain salvation (Isaiah 59:1-2; Romans 6:23). We believe that mankind's sinful nature is rebellious toward God, and His good design for life and worship (Romans 1:20-24; Ephesians 2:1-3). Mankind's rebellion causes confusion about good and evil, and harm to people ultimately ending in judgment, despair and death. (Genesis 1:31; Galatians 5:16-21; 1 Corinthians 6:19-20; James 1:13-15). We believe that God loves and pursues mankind despite our rebellion (Romans 5:8). He offers forgiveness, healing and abundant life to anyone who turns to Him in humility. (John 3:17, 10:10; Titus 3:3-7; 1 Peter 5:6-7)

We believe that God created mankind in His image and is sacred from conception throughout all life. We believe God assigned gender to His people, male (man) and female (woman), creating them sexually and biologically different, but with equal personal dignity and value (Genesis 1:26-28, Psalm 51:5, 139:13-16).

We believe that God ordained marriage as a lifelong union between one man and one woman (Genesis 2:18; Matthew 19:4-9; 1 Corinthians 6:9-11, Ephesians 5:22-33). Those who accept and live within God's design for sex, biological gender and marriage experience the blessing of His good design (Psalm 1:1-3,

128:1-4), and decisions to change, alter or modify God's will in marriage, sex or gender are part of man's brokenness and lead to despair. (Romans 1:21-22; James 1:13-15).

SECTION 8: Made Alive - Salvation

We believe that the death of Jesus Christ was the final and complete sacrifice for the sins of humanity. (John 14:6; Acts 4:12) That salvation is freely given to those who believe the Gospel by grace through faith in Jesus Christ; His death, burial, and resurrection. All who turn away (repent) (Acts 2:21; 1 John 1:9) of their sins receive forgiveness of sins are born again into eternal life as children of God and begin a permanent relationship with Jesus which starts now and last forever (John 1:12, 10:27-30; Romans 8:1, 38-39) We believe man is made right (Justified) with God by grace through faith apart from any human efforts and should relinquish control of their lives to Jesus who permanently indwells the believer at the moment of salvation (Acts 13:38-39; Romans 6:23; Ephesians 1:4-5, 2:4, 8-10; Titus 3:5; Romans 10:9-10; 1 Corinthians 15:3-4; Galatians 2:16).

SECTION 9: Passionately Pursuing God - Sanctification

We believe sanctification, which is a setting apart unto God, is positional, progressive and ultimate. Positionally, it is already complete since the believer is in Christ and is set apart unto God as Christ is set apart unto God. Since the Christian retains his sinful nature, however, there is need for progressive sanctification whereby he grows in grace by yielding to God's Word and the power of the Spirit. Ultimately, the child of God will be set apart from sin when he is taken to be with Christ and shall be like Him (John 17:17; 2 Corinthians 3:18; Ephesians 5:25-27; 1 Thessalonians 5:23; Hebrews 10:10, 14).

SECTION 10: Community of Faith - The Church

We believe that those who have placed their faith in Christ are united together in one worldwide Body - the Church. The Church, is a spiritual organism, made up of all Christians of this present age - a church for which Jesus will personally return. A believer is placed into the Church by the baptizing work of the Holy Spirit (Ephesians 1:22-23; 1 Corinthians 12-13; 10:32).

We believe the worldwide Body of Christ best expresses itself in distinct localized communities of faith to worship Jesus and fame His name, strengthen the lives of people, and repair communities so that all people can know the healing power and grace of the Savior. (Acts 2:42-47; 1 Corinthians 1:1-2; Ephesians 4:11-13; Matthew 16:18; 28:19-20).

SECTION 11: The Ordinances of Baptism and the Lord's Supper.

We believe Christ instituted the ordinances of water baptism and the Lord's Supper, both of which are to be observed by believers until He returns (Matthew 28:19-20; 1 Corinthians 11:23-26).

Water Baptism: We believe by water baptism a believer publicly identifies with Jesus' death, burial and resurrection, representing their life being once dead in sin and now made alive to God (Romans 6:3-4). We believe that children may be dedicated to the Lord but should not be baptized until they can personally articulate their faith and the purpose of baptism.

Lord's Supper: We believe the Lord's Supper is a memorial of Christ's death - an expression of our remembrance and thankfulness for Jesus' body (Bread) and blood (grape juice / wine) broken and poured out for our sins. We believe every Christian has a right to participate in the Lord's Supper following solemn self-examination (Luke 22:7-20; 1 Corinthians 11:23-32)

SECTION 12: The End Times

We believe in the imminent, literal return of the Lord Jesus Christ for the Church. This is called the Second Coming, when He rules the nations and establishes His kingdom (New Heavens and New Earth) (2 Thessalonians 1:7-8; Philippians 3:20; Matthew 24:15-31, 26:63-64; Zechariah 14:4-11; Revelation 1:7, 19:11-21, 20:1-6).

SECTION 13: The Eternal State

We believe in the bodily resurrection of all men.

Heaven: We believe the souls of all believers in Jesus Christ do, at death, immediately pass into His presence, and there remain with Him until the resurrection of our earthly bodies at His coming for the Church, when our souls and imperishable bodies shall be with Him forever in glory.

Hell: We believe the souls of unbelievers remain after death in constant misery in Hades until resurrected for final judgment of the Great White Throne when soul and body reunited shall be cast into the Lake of Fire to be punished with everlasting separation from the presence of the Lord (Matthew 24:30, 26:63-64, Luke 16:19-26; 23:43; 1 Corinthians 15:42-44; 2 Corinthians 5:8; Philippians 1:23; 2 Thessalonians 1:7-9; Revelation 14:9-11, 20:11-15).

ARTICLE 4 Government

Real Life Community Church, Inc. seeks to be led by the Holy Spirit in all its decisions. The Lead Pastor/President, the congregation, the Overseers, the Elders, and the Trustees all have a role in leadership. The Lead Pastor/President's office is responsible for developing and communicating the vision and overseeing the day to day ministry of the church. The congregation influences the spiritual tone, strength and direction of the church. The Overseers are to protect the church through counsel, prayer, and if required, the discipline of the Lead Pastor/President, as described in Article 7. The Elders are to serve the church as described in Article 8. The Trustees are to serve the church by assuring compliance with church corporation management policies and by approving the major financial commitments for the church as described in Article 9.

All governmental meetings of above listed groups or created committees will follow Robert Rules of Orders in all meetings and keep proper minutes according to our minutes policies.

ARTICLE 5 Lead Pastor/President of the Church, Lead Pastor/President and Chief Executive Officer (CEO) of the Corporation

Section 1. The Office of the Lead Pastor/President.

Paragraph 1. The Dual Role.

Because Real Life Community Church, Inc. has two (2) complimentary branches; the spiritual body of believers and the legal corporation, it is the Lead Pastor/President that administratively bridges the gap between the two (2) branches. The Lead Pastor/President is primarily responsible for the spiritual life of the church, therefore, he must be in a position corporately to insure that financial strength is directed toward the ministries of his choice.

Paragraph 2. Responsibilities of the Lead Pastor/President.

It is the Lead Pastor/President's responsibility to:

1. Provide Biblical vision and direction for the congregation.
2. Define and communicate the Church's purpose.
3. Oversee and coordinate the day to day ministry of the congregation and administration of the church.
4. Nominate Overseers pursuant to Article 7.

5. Recognize and enlist evangelistic, pastoral and teaching ministries, along with that of Elders, deacons, and additional staff members as he deems Biblical and necessary for the healthy and balanced spiritual ministry to the body of believers.
6. Nominate Trustees pursuant to Article 9 who will help oversee the business of the corporation.
7. Staff the church as he deems necessary to help administrate the affairs of the corporation.

Paragraph 3. The Lead Pastor/President's Spiritual Leadership.

In his role as Lead Pastor/President, he may work with Overseers, Elders, deacons, or anyone serving in any five-fold ministry offices as outlined in Ephesians 4:11-13 in any way that he determines is Biblical. In addition, he may budget monies, hire staff, develop projects or ministry, and create small groups or other specialized ministries according to his convictions and Biblical understanding, subject to the general supervision and direction of the Trustees. He shall have the authority to appoint and approve any assistants that are necessary to properly carry on the work of the church.

Paragraph 4. The Lead Pastor/President's Responsibility for Services.

Times, order of services, and the leadership of services are to be determined by him or by the spiritual church structure that he establishes. No person shall be invited to speak, teach or minister at a service held in Church-owned facilities, or in the name of the church, without the approval of the Lead Pastor/President or the appropriate member of the established church pastoral ministry team.

Section 2. The Office of The Lead Pastor/President and Chief Executive Officer (CEO).

Paragraph 1. The Lead Pastor/President Shall Serve as the Lead Pastor/President and CEO of the Corporation.

The Lead Pastor/President and CEO are herein after, in most instances, referred to as the Lead Pastor/President. The corporation finds its headship under the Lord Jesus Christ and in its Lead Pastor/President. If possible, he shall preside at all meetings of the Trustees and shall see that all orders and resolutions of the Trustees are put into effect. He shall execute / cause to execute in the name of the corporation all deeds, bonds, mortgages, contracts, and other documents authorized by the Trustees. He shall be an ex-officio member of all standing committees, and shall have the general powers and duties of supervision and management usually vested in the office of the Lead Pastor/President of a corporation.

Paragraph 2. The Lead Pastor/President's Role with Trustees.

Hereinbelow, the Lead Pastor/President is the non-voting chairman of the Trustees. He calls meetings and determines the agenda in consultation with the Trustees. The Lead Pastor/President shall make selections from the church membership at a rate not to exceed one (1) new appointment every four (4) months in accordance with Article 9. Such nominees shall be confirmed by a majority vote of the Trustees. The Lead Pastor/President may also dismiss Trustee members, but at a rate that does not exceed one (1) dismissal every four (4) months in accordance with Article 9, Section 4, Paragraph 2.

Paragraph 3. The Lead Pastor/President's and CEO's Role in Administration.

The Lead Pastor/President is the Lead administrator of the church. He is ultimately responsible for all day-to-day administrative decisions of the church.

Paragraph 4. The Lead Pastor/President's Role with Staff.

The Lead Pastor/President hires, directs and dismisses staff. As the Lead Pastor/President, his call is confirmed to the church through the congregation, and those hired through him are to assist him in fulfilling this calling. The Lead Pastor/President shall select three (3) members of the pastoral staff to serve on the Confirmation Committee which shall have a role with regard to the confirmation of a new Lead Pastor/President. In the event that there are not three (3) members of the pastoral staff, the Confirmation Committee shall consist of as many pastoral members less than three (3) as are appointed by the Lead Pastor/President.

Paragraph 5. Salaries

1. All salaries shall be determined in the following manner:
2. A compensation committee shall be formed which will consider each candidate and create a compensation package that shall be forwarded to the Board of Trustees for approval.
3. The Board of Trustees shall appoint members of the committee.
4. The Board of Trustees shall consider the recommendation of the compensation committee and shall vote on the package.
5. Only uncompensated individuals of the Board of Trustees shall vote on any recommended compensation package.
6. All salaries shall be reviewed each year during the last meeting of the calendar year.
7. Pay scales shall be explained to new full-time salaried employees and, should they ever be changed, they will be given in writing to the affected employees. If there is a severance pay agreement, that too must be given to the employee in writing. In addition, all part-time salaries and hourly wages are variable and are to be determined between the Lead Pastor/President and the employee.

Paragraph 6. The Lead Pastor/President's Salary Exceptions.

6.1. Lead Pastor/President's Compensation Team. The Lead Pastor/President's Compensation Team is established by the Board of Trustees, consisting of the Church Treasurer, two (2) members of the non-employee, independent members of the Board of Trustees, and two (2) members of the non-employee, independent members of the Board of Overseers. The number of non-employee, independent members of the Compensation Team must not be decreased to less than five (5).

6.2. Lead Pastor/President's Compensation Approval. Compensation paid to the Lead Pastor/President shall be approved on an annual basis by a majority vote of the non-employee, independent Lead Pastor/President's Compensation Team. In so doing, the non-employee, independent Lead Pastor/President's Compensation Team shall consider duties, performance evaluations, compensation, comparability data, and other relevant information. Such information will be provided by the Church Treasurer. In no event shall the Lead Pastor/President's salary be less than it would be according to the pay scale established for the other members of the pastoral team, unless the Lead Pastor declines a salary package for a lesser one.

Paragraph 7. Budget.

After the church is one (1) year old, an annual budget must be prepared. The budget is to be based on 90% of the previous year's undesignated income and the payroll should not exceed 35% of the general fund.

Paragraph 8. Installation of New Lead Pastor/President When Departing Lead Pastor/President in Good Standing.

8.1. If the Lead Pastor/President is in good standing or dies while in good standing, a new Lead Pastor/President shall be selected through the following process. The Lead Pastor/President shall nominate a new Lead Pastor/President (in a previously signed writing in the event of death) and the Confirmation Committee shall then confirm such nominee by an affirmative vote of two-thirds of the members of the Confirmation Committee. In the event that the Confirmation Committee does not confirm such nominee the process shall repeat until a nominee is confirmed. If the Lead Pastor/President is unable to nominate a new person, then the Overseers shall nominate a person, under the same terms as are described in paragraph 9.1 below.

8.2. The Lead Pastor/President is in "Good Standing" if: (1) he is not under discipline by the Overseers, (2) he is not under investigation by the Overseers, and/or (3) he has not engaged in any conduct that could subject the Lead Pastor/President to discipline by the Overseers.

8.3. The Confirmation Committee shall consist of all three (3) Trustees, three (3) Elders designated for the Confirmation Committee pursuant to Article 8, Paragraph 5, and three (3) members of the pastoral staff designated for the Confirmation Committee. There shall be no less than three (3) total members of the Confirmation Committee. If the number of the Confirmation Committee should be less than nine (9), then the Confirmation Committee shall be composed of as many of the above Trustees, Elders, and/or pastors as are available to serve. Should there be less than three (3) total members of the Confirmation Committee, then the members of the Board of Trustees under the Articles of Incorporation, shall serve as the Confirmation Committee.

8.4. In the event of a vacancy in the office of the Lead Pastor/President due to disability, death, or other absence while the Lead Pastor/President is in good standing, the acting Lead Pastor/President shall be a person named by the Lead Pastor/President in a signed writing to the Overseers in advance of such disability or absence. Such acting Lead Pastor/President shall serve until such time as a new Lead Pastor/President is nominated and confirmed pursuant to Paragraph 8.1. The acting Lead Pastor/President shall be eligible for nomination and confirmation as Lead Pastor/President.

Paragraph 9. Installation of New Lead Pastor/President When Departing Lead Pastor/President Not in Good Standing.

9.1. If the Lead Pastor/President is not in good standing, a new Lead Pastor/President shall be selected through the following process. The Overseers shall nominate a new Lead Pastor/President by an affirmative vote of at least one less than the total number of Overseers, and the Confirmation Committee shall then confirm such nominee by an affirmative vote of two-thirds of the members of the Confirmation Committee. In the event that the Confirmation Committee does not confirm such nominee the process shall repeat until a nominee is confirmed.

9.2. The Lead Pastor/President is not in "Good Standing" if: (1) he is under discipline by the Overseers, (2) he is under investigation by the Overseers, and/or (3) he has engaged in any conduct that could subject the Lead Pastor/President to discipline by the Overseers.

9.3. In the event of a vacancy in the office of the Lead Pastor/President due to disability, death, discipline, or absence while the Lead Pastor/President is not in good standing, the Overseers may

by a vote of one less than the total number of Overseers appoint an acting Lead Pastor/President until such time as a new Lead Pastor/President is nominated and confirmed. The acting Lead Pastor/President shall be eligible for nomination and confirmation as Lead Pastor/President.

ARTICLE 6

Congregation

The congregation shall consist of all Members of the church as defined in Article 2. Members of the Church may be appointed to serve as Elders and/or Trustees.

ARTICLE 7

Overseers

Section 1. Requirements To Be an Overseer.

The members of the Overseers must be ordained pastors of respected congregations who know and love Real Life Community Church, Inc. and its Lead Pastor/President. They must agree to make themselves available at their own expense to serve Real Life Community Church, Inc. if requested and must be willing to provide spiritual protection to the church through prayer and by living an honorable Christian lifestyle.

Section 2. Biblical Qualifications for Overseers.

"Now the Overseer must be above reproach, the husband of but one wife, temperate, self-controlled, respectable, hospitable, able to teach, not given to drunkenness, not violent but gentle, not quarrelsome, not a lover of money. He must manage his own family well and see that his children obey him with proper respect. (If anyone does not know how to manage his own family, how can he take care of God's church?) He must not be a recent convert, or he may become conceited and fall under the same judgment as the devil. He must also have a good reputation with outsiders, so that he will not fall into disgrace and into the devil's trap." (1 Timothy 3: 2-7)

Section 3. Selection and Function of Overseers.

Overseers will be nominated by the Lead Pastor/President and confirmed by the Elders. Overseers serve to give the Lead Pastor/President comfort, aide, counsel, correction, protection, and discipline. The Lead Pastor/President will be accountable to the Overseers in the event of alleged misconduct in compliance with Article 7.

Section 4. Installing New Overseers.

Each year the Lead Pastor/President and the Elders may replace one (1) of the Overseers and enter that change into the minutes of a Trustees' meeting. If disciplinary action is being considered, changes in the Overseers may not be made until its work is completed.

Section 5. Role of the Overseers with the Trustees.

In the event of an unbalanced Board of Trustees during the corporation's First Year, commencing on the date of incorporation, the Overseers shall serve in the capacity of the Board of Trustees until the appropriate Trustee appointments are made subject to Article 9. Such appointments must be made before the end of the corporation's First Year.

ARTICLE 8

Elders

Section 1. Elders.

Paragraph 1. Spiritual Role.

The Elders are to covenant together with the congregation and the Lead Pastor/President for the development of the spiritual life of the church. These men and their spouses are to be the primary protectors and encouragers of a positive spiritual climate within the church body. They serve in neither a governing nor a corporate capacity, but a spiritual capacity to create and maintain stability in potentially negative situations.

Paragraph 2. Definition.

The Elders are men who function within the local church. They are men who meet the Biblical qualifications for Elders and function in that calling, but the majority of the Elders derive their income from sources other than the church. The number of Elders shall be determined by the Lead Pastor/President but shall not be less than three (3).

Paragraph 3. Functions.

The functions of the Elders are:

1. Maintain and teach by living a godly, Christian lifestyle.
2. Provide a prayer shield for the pastoral team and the local church.
3. Defend, protect and support the integrity of the pastoral team and the local church.
4. Pray for the sick.
5. Organize, implement and execute licensing and ordination requirements and procedures.
6. Mediate disputes among the brethren.
7. Counsel.
8. Contact the Overseers to initiate investigation and potential discipline of the Lead Pastor/President.

Paragraph 4. Biblical Qualifications for Elders.

“An Elder must be blameless, the husband of but one wife, a man whose children believe and are not open to the charge of being wild and disobedient. Since an Elder is entrusted with God's work, he must be blameless—not overbearing, not quick tempered, not given to drunkenness, not violent, not pursuing dishonest gain. Rather he must be hospitable, one who loves what is good, who is self-controlled, upright, holy and disciplined. He must hold firmly to the trustworthy message as it has been taught, so that he can encourage others by sound doctrine and refute those who oppose it.” (Titus 1:6-9 NIV)

Paragraph 5. Nomination and Appointment of Elders.

The initial appointment of Elders will be made by the Lead Pastor/President. Subsequent appointments of Elders will be preceded by the Lead Pastor/President teaching on the Biblical requirements for Elders at a service. Anonymous nominations for the position of Elder will be made in writing immediately after the sermon on Elders by those present at the service. These nominations will be tallied by the Lead Pastor/President and his associates, and the Elders will be selected from the men with the largest number of nominations. New Elders shall be nominated by the Lead Pastor/President and affirmed by a majority vote of the current Elders. The Lead Pastor/President can veto anyone's nomination. This nomination process may occur as often as an Elder's term expires or the Lead Pastor/President feels that it is necessary for new Elders to be added. After Elders are selected, the Lead Pastor/President shall appoint three (3) Elders to serve on the Confirmation Committee which shall have authority with regard to the confirmation of a new Lead Pastor/President.

Paragraph 6. Four (4) Year Service Terms.

Once selected to serve as an Elder, the Elder and his spouse are to serve for a maximum of four (4) years. After that time of service, the selection process is to be repeated and anyone re-nominated and appointed may serve as many times as the congregation and Lead Pastor/President choose. However, should the congregation fail to re-nominate any certain Elder, the Lead Pastor/President may not select him for service.

Paragraph 7. Removal of an Elder.

Should anyone in the congregation, including a staff member or another Elder, bring accusation against an Elder, charging that they do not qualify for Elders, a vote of the remaining Elders will be taken at a properly called meeting. The Elder may be removed by a simple majority vote of the remaining Elders.

Paragraph 8. Replacement of Elders.

During the four (4) years of service, those Elders who are no longer able to serve for any reason need not be replaced as long as at least three (3) Elders remain.

Section 2. Meetings

Paragraph 1. Frequency of Meetings.

A meeting of the Elders shall be held at least twice a year. The Lead Pastor/President, or any Elder may call a meeting at any time, under the condition that a majority [two (2) or more] of the Elders attend the meeting.

Paragraph 2. Leadership of Meetings.

If at all possible, the Lead Pastor/President is to attend and lead each Elder's meeting. If not possible, the Secretary/Treasurer shall lead the meeting. If neither the Lead Pastor/President nor the Secretary/Treasurer is able to lead the meeting, the Elders must choose a leader for that meeting and proceed in order, with the appointed leader keeping minutes for the record. Any motions passed and recorded in a meeting without the Lead Pastor/President or the Secretary/Treasurer may not take effect until the following meeting with either the Lead Pastor/President or the Secretary/Treasurer present when the minutes of the previous meeting are approved.

Paragraph 3. Location of Meetings.

Any meeting of the Elders may be held at such place or places as shall from time to time be determined by the Elders or fixed by the Lead Pastor/President and designated in the notice of the meeting.

Paragraph 4. Written Notice of Meetings.

Whenever, under the provisions of a statute or the Articles of Incorporation or these Bylaws, a written notice is required to be given to any Elder:

1. Such notice will require a minimum of four (4) days notice.
2. Such notice may be given in writing, email, by fax, or by mail at such fax number or address as appears on the books of the corporation and such notice shall be deemed to be given at the time the notice is faxed or mailed.
3. The person entitled to such notice may waive the notice by signing a written waiver either before, at, or after the time of the meeting.
4. Attendance of a Trustee at any meeting of the Board of Trustees will constitute a waiver of notice of such meeting except where such Trustee attends a meeting for the express purpose of objecting, at the beginning of the meeting, to the transaction of any business because the meeting is not lawfully called or convened.

Paragraph 5. Regular Meetings.

The Elders may establish regular meetings. No notice shall be required for any regular meeting.

Paragraph 6. Elder Action by Unanimous Written Consent Without Meeting.

Any action required or permitted to be taken by the Elders under any provision of law may be taken without a meeting, if all of the Elders shall individually or collectively consent in writing to such action. Such written consent or consents shall be filed with the minutes of the proceedings of the Elders. Such action by written consent shall have the same force and effect as the unanimous vote of the Elders. Any certificate or other document filed under any provision of law which relates to action so taken shall state that the action was taken by unanimous written consent of the Elders without a meeting and that the Bylaws of this corporation authorize the Elders to so act and such statement shall be prima facie evidence of such authority.

Paragraph 7. Waiver of Notice.

Attendance of an Elder at any meeting of the Elders will constitute a waiver of notice of such meeting except where such Elder attends a meeting for the express purpose of objecting, at the beginning of the meeting, to the transaction of any business because the meeting is not lawfully called or convened.

Paragraph 8 . Meetings by Remote Communications Technology.

Subject to the notice provision aforementioned in this Article, the Elders may also hold meetings by means of a remote electronic communications system, including video or telephone conferencing technology or the Internet, or any combination, only if each person entitled to participate in the meeting consents to the meeting being held by means of that system, and the system provides access to the meeting in a manner or using a method by which each person participating in the meeting can communicate concurrently with each other participant. Participation in such a meeting shall constitute presence in person at such meeting, except

participation for the express purpose of objecting to the transaction of any business on the ground that the meeting is not lawfully called or convened.

Paragraph 9 .Quorum.

A simple majority of the Elders at an official Elder meeting constitutes a quorum.

Section 6. Compensation.

The majority of the Elders shall not receive any salaries for their services.

ARTICLE 9

Trustees of the Corporation

Section 1. General Powers.

The major financial affairs of the corporation shall be managed by the Trustees whose members shall have a fiduciary obligation to the corporation according to Sections 2 and 3 of this Article.

Section 2. Functions.

Paragraph 1. Provide Facilities.

The Trustees vote in accordance with these Bylaws in order to conduct the major business decisions of the corporation. The Trustees oversee the provision of the physical facilities needed by the church body. They also coordinate any construction projects which require a loan.

Paragraph 2. Exclusive Authority.

The Trustees are the only body within the corporation or church body with the authority to:

1. Buy and sell real estate.
2. Borrow money.
3. Secure real estate leases.

Paragraph 3. Counsel.

The Trustees are to provide counsel, at the Lead Pastor/President's request, regarding the major financial commitments of the church.

Section 3. Financial Guidelines.

Paragraph 1. Monies Available to Trustees.

In order to provide for the physical needs of the church, the Trustees have available to them 100% of all unrestricted monies accumulated in any type of savings accounts including stocks, bonds, certificates of deposit, mutual funds, etc. and all assets in land and property.

Section 4. Appointment, Number, Term, and Qualifications.

Paragraph 1. Number and Selection.

The Trustees shall be composed of three (3) members who are nominated and affirmed by a majority vote of the Trustees. The majority shall serve without remuneration and not be related by blood or marriage. The term of office of the Trustees shall be reviewed every two years. Trustees are subject to removal in accordance with paragraph 2. All Trustees must be selected from the membership of the church.

Paragraph 2. Removal.

Any Trustee may be removed from office with or without cause by a simple majority vote of the board of Trustees including the Lead Pastor/President's approval. However, the removal of the Lead Pastor/President is subject to Article 5.

The following reasons are considered just cause for board member removal that must be observed by the board of Trustees:

1. In absentia at three consecutive board meetings;
2. Violation of the standard of living clause of Article 2;
3. Not acting in the best interests of the organization;
4. Willful nondisclosure of a conflict of interest as interpreted by a majority vote of the board.

A board member may be removed from the board in the following manner:

1. By letter of resignation submitted to the Lead Pastor/President;
2. By action of the board of Trustees in which a simple majority of the board, including the Lead Pastor/President's vote in favor for removal, but at a rate that does not exceed one (1) dismissal every four (4) months.

Section 5. Meetings.

Paragraph 1. Frequency of Meetings.

A meeting of the Trustees shall be held at least twice a year. The Lead Pastor/President, or any Trustee may call a meeting at any time, under the condition that a majority [two (2) or more] of the Trustees attend the meeting.

Paragraph 2. Leadership of Meetings.

If at all possible, the Lead Pastor/President is to attend and lead each Trustees' meeting. If not possible, the Secretary/Treasurer shall lead the meeting. If neither the Lead Pastor/President nor the Secretary/Treasurer is able to lead the meeting, the Trustees must choose a leader for that meeting and proceed in order, with the appointed leader keeping minutes for the record. Any motions passed and recorded in a meeting without the Lead Pastor/President or the Secretary/Treasurer may not take effect until the following meeting with either the Lead Pastor/President or the Secretary/Treasurer present when the minutes of the previous meeting are approved.

Paragraph 3. Location of Meetings.

Any meeting of the Trustees may be held at such place or places as shall from time to time be determined by the Trustees or fixed by the Lead Pastor/President and designated in the notice of the meeting.

Paragraph 4. Written Notice of Meetings.

Whenever, under the provisions of a statute or the Articles of Incorporation or these Bylaws, a written notice is required to be given to any Trustee:

1. Such notice will require a minimum of four (4) days notice.
2. Such notice may be given in writing, by email, by fax, or by mail at such fax number or address as appears on the books of the corporation and such notice shall be deemed to be given at the time the notice is faxed or mailed.
3. The person entitled to such notice may waive the notice by signing a written waiver either before, at, or after the time of the meeting.
4. Attendance of a Trustee at any meeting of the Board of Trustees will constitute a waiver of notice of such meeting except where such Trustee attends a meeting for the express purpose of objecting, at the beginning of the meeting, to the transaction of any business because the meeting is not lawfully called or convened.

Paragraph 5. Regular Meetings.

The Trustees may establish regular meetings. No notice shall be required for any regular meeting.

Paragraph 6. Trustee Action by Unanimous Written Consent Without Meeting.

Any action required or permitted to be taken by the Board of Trustees under any provision of law may be taken without a meeting, if all members of the Board of Trustees shall individually or collectively consent in writing to such action. Such written consent or consents shall be filed with the minutes of the proceedings of the Board of Trustees. Such action by written consent shall have the same force and effect as the unanimous vote of the Trustees. Any certificate or other document filed under any provision of law which relates to action so taken shall state that the action was taken by unanimous written consent of the Board of Trustees without a meeting and that the Bylaws of this corporation authorize the Trustees to so act and such statement shall be prima facie evidence of such authority.

Paragraph 7. Waiver of Notice.

Attendance of a Trustee at any meeting of the Board of Trustees will constitute a waiver of notice of such meeting except where such Trustee attends a meeting for the express purpose of objecting, at the beginning of the meeting, to the transaction of any business because the meeting is not lawfully called or convened.

Paragraph 8 . Meetings by Remote Communications Technology.

Subject to the notice provision aforementioned in this Article, the Trustees may also hold meetings by means of a remote electronic communications system, including video or telephone conferencing technology or the Internet, or any combination, only if each person entitled to participate in the meeting consents to the meeting being held by means of that system, and the system provides access to the meeting in a manner or using a method by which each person participating in the meeting can communicate concurrently with each other participant. Participation in such a meeting shall constitute presence in person at such meeting, except participation for the express purpose of objecting to the transaction of any business on the ground that the meeting is not lawfully called or convened.

Paragraph 9 .Quorum.

A simple majority of the Trustees (including the Lead Pastor/President) at an official board meeting constitutes a quorum.

Section 6. Compensation.

The majority of the Trustees shall not receive any salaries for their services.

ARTICLE 10 **Officers**

Section 1. Officers.

The officers of the corporation shall be a Lead Pastor/President and a Secretary/Treasurer and any other officers that the Trustees may authorize from time to time.

Section 2. Appointment, Election and Term of Office.

Paragraph 1. Appointment of the Lead Pastor/President.

The appointment and responsibilities of the Lead Pastor/President are listed in Article 5 above.

Paragraph 2. Appointment of Secretary/Treasurer.

The Secretary/Treasurer is to be nominated by the Lead Pastor/President and approved by the Trustees. The term of this office is indefinite. Should the Trustees fail to approve of the nomination by the Lead Pastor/President, other nominations must be made until a suitable candidate is chosen.

Paragraph 3. New Offices.

New offices may be created and filled at any meeting of the Trustees. Each officer shall hold office until his successor has been duly elected and qualified.

Section 3. Removal of Officers.

Paragraph 1. Overseers Responsibility for the Lead Pastor/President.

The Overseers of the church may discipline or remove the Lead Pastor/President according to Article 7.

Paragraph 2. Lead Pastor/President Responsibility of Secretary/Treasurer.

The Lead Pastor/President can remove the Secretary/Treasurer at any time.

Paragraph 3. Trustees' Responsibility for All Other Officers.

Any officer elected or appointed by the Trustees may be removed by the Trustees when the best interests of the corporation would be served thereby, but such removal shall be without prejudice to the contract rights, if any, of the officer so removed.

Section 4. Powers of Officers.

Paragraph 1. The Lead Pastor/President.

The powers of the Lead Pastor/President are listed in Article 5 above.

Paragraph 2. The Secretary/Treasurer.

The Secretary/Treasurer should be a Trustee as well as an officer of the corporation. As Secretary, the Secretary/Treasurer shall act as clerk and record (or have recorded) all votes and the minutes of all proceedings in a book to be kept for that purpose. He shall oversee the keeping of the membership rolls of the corporation, and in general perform the duties usually incident to the office of secretary, and such further duties as shall be prescribed from time to time by the Trustees or by the Lead Pastor/President.

Paragraph 3. The Secretary/Treasurer's Role Over Accounting.

As Treasurer, the Secretary/Treasurer shall oversee the keeping of full and accurate accounts of the receipts and disbursements in the accounting records of the corporation, and shall oversee the deposit of all monies and other valuable effects in the name and to the credit of the corporation in such banks and depositories as may be designated by the Lead Pastor/President. He does not determine expenditures, but he shall oversee the disbursement of the funds of the corporation as may be ordered by the Trustees or the Lead Pastor/President. He shall perform the duties usually incident to the office of Treasurer and such other duties as may be prescribed from time to time by the Trustees or by the Lead Pastor/President.

Paragraph 4. Audited Financial Statements.

The Secretary/Treasurer shall serve on the Audit Review Committee and report to the Trustees after its review of the annual audit. If the church does not have an annual audit, the Secretary/Treasurer is to provide to the Trustees a report on the previous year's income and expenses.

Paragraph 5. Cash Flow Statements.

The Secretary/Treasurer is to work with the Lead Pastor/President to provide an annual Cash Flow Statement that must accompany all contribution statements to members. A description of the salary scales used in determining the salaries for staff members will be provided upon written request.

Paragraph 6. Public Availability of Annual Financial Statements.

The Secretary/Treasurer shall insure that current audited financial statements are available to anyone upon written request and the previous years cash flow statements are available to all contributors to the church.

Section 5. Trustee's Selection of Additional Officers:

In case of the absence of any officer of the corporation except the Lead Pastor/President, or for any other reason that may seem necessary, the Trustees, by a majority vote, may delegate the duties and powers of that officer for the time being to any other officer, or to any Trustee.

ARTICLE 11

Business Practices

Section 1. Fiscal Year.

The fiscal year of the corporation shall be the calendar year.

Section 2. Contracts.

The Trustees may authorize any officer or officers, agent or agents of the corporation, in addition to the officers so authorized by these Bylaws, to enter into any contract or execute and deliver any instrument in the name of and on behalf of the corporation. Such authority may be general or may be confined to specific instances.

Section 3. Checks, Drafts, or Orders.

All checks, drafts, orders for the payment of money, notes, or other evidences of indebtedness issued in the name of the corporation shall be signed by such officer or officers, agent or agents of the corporation, and in such manner, as shall from time to time be determined by resolution of the Trustees. In the absence of such determination by the Trustees, such instruments may be signed by either the Secretary/Treasurer or the Lead Pastor/President of the corporation in accordance with their duties outlined in these Bylaws.

Section 4. Deposits.

All funds of the corporation shall be deposited to the credit of the corporation in such banks, trust companies, or other depositories as the Trustees may select in accordance with these Bylaws.

Section 5. Gifts.

Any Trustee may accept on behalf of the corporation any contribution, gift, bequest or device for any purpose of the corporation.

Section 6. Books and Records.

The corporation shall keep correct and complete books and records and shall also keep minutes of the proceedings of its members, Trustees, committees having and exercising any of the authority of the Trustees, and any other committee, and shall keep at the principle office a record giving the names and addresses of all Trustees members entitled to vote. Books and records of the corporation may be inspected by any church member for any proper purpose at any reasonable time as approved by a majority of the Trustees on a case-by-case basis.

ARTICLE 12 Church Ministry

Section 1. Minister Ordination and Licensing.

Paragraph 1. Role of the Lead Pastor/President.

The Lead Pastor/President and Elders may ordain and/or license a person as a minister of the Gospel after first examining the applicant's background, moral and religious character, and

previous Bible courses and/or independent studies completed. Final determination shall be within the absolute discretion of this group.

Paragraph 2. Application.

Application for ordination and/or licensing as a minister of the Gospel shall be on the form provided by the group. An application shall be either approved or denied within ninety (90) days of completing the process set forth by the group as define in Paragraph 1. Those applicants who are approved shall receive a certificate evidencing the approval.

Paragraph 3. Ability to Limit Ministry.

The Lead Pastor/President may, as his own discretion, limit licensed or ordained ministers to a specific area of special emphasis.

Section 2. Ministry Training.

The Lead Pastor/President and his staff may establish a School of Ministry, setting forth a prescribed curriculum and course of study leading to ordination and licensing of ministers. The School of Ministry shall prepare students in the knowledge of the Word of God and in ministering to people's needs through the Gospel of Jesus Christ.

The Lead Pastor/President of this ministry shall by virtue of his/her office automatically be recognized as an ordained minister.

Section 3. Classes of Ministers.

This ministry shall have four classes of ministers. Each class of minister will have distinct rights and privileges; they are listed below:

1. **Commissioned Minister:** This recognition is automatically given to all believers in fellowship with this ministry. Individuals in this category may include, but are not limited to: teachers, worship leaders, instructors, hospital and jail visitation, ministerial assistance, and lay persons. Given the Lead Pastor approval they can administrate the ordinances of the church.
2. **Chaplain:** This recognition is for ministers of the gospel that are called by God and recognized by the Lead Pastor/President to minister primarily in prisons, hospitals and government agencies.
3. **Licensed Minister:** This recognition is given by the Lead Pastor/President of this ministry. This recognition is for those who are somewhat seasoned in the ministry, but need further experience. Many of these are individuals that have been working in their chosen vocation, but for some reason or another have never entered vocational ministry, or have only been in vocational ministry for less than three years. Such persons are authorized to perform the following religious functions:
 - A. Conduct religious worship
 - B. Religious instruction
 - C. Administer communion
 - D. Provide spiritual counseling

- E. Serve on the Trustees of a church
- F. And other functions including
 - i. Conduct baby dedication ceremonies
 - ii. Perform baptisms
 - iii. Perform weddings
 - iv. Conduct funerals
 - v. Visit the sick and shut-in
 - vi. Minister in prisons

However, this person is not in charge of a congregation. Limited authority is granted to run the affairs of the ministry.

4. **Ordained Minister:** This recognition is given by the Lead Pastor/Lead Pastor/President to those persons who have an "established" or "proven" ministry. Ordained ministers are authorized to perform all functions of the Christian ministry and religious functions, and must be capable of doing so. Ordained ministers are authorized to perform all religious functions:

- A. Conduct religious worship
- B. Religious instruction
- C. Administer communion
- D. Provide spiritual counseling
- E. Ministry administration
- F. And other functions including
 - i. Conduct baby dedication ceremonies
 - ii. Perform baptisms
 - iii. Perform weddings
 - iv. Conduct funerals
 - v. Visit the sick and shut-in
 - vi. Minister in prisons

He/she must be capable, as determined by the Lead Pastor/President, to take charge of a congregation.

Lead Pastor/President's Authority

Lead Pastor/President of this ministry shall have ecclesiastical authority to decide who, how or if a person will be licensed by this ministry to hold any of the four classes mentioned above (Matthew 16:13-19).

ARTICLE 13

Church Discipline

Section 1. Disciplining Church Members.

Only members are subject to church discipline. The church should exercise biblical church discipline according to the process outlined in Scriptures, including Matthew 18:15-18 and 1 Corinthians 6. In the case of serious conflict, it shall be reported to the church, when deemed necessary, in a spirit of Christian kindness. Church discipline and withdrawal of fellowship by the church may be exercised even after a former member has voluntarily resigned from membership or transferred membership to another church.

Section 2. Disciplining the Lead Pastor/President.

Paragraph 1. Criteria for Discipline.

Should the Lead Pastor/President demonstrate immoral conduct, financial practices, or theological views that in the opinion of two or more Elders may require either personal correction or termination of his position, such Elders shall contact the Lead Pastor/President and then, if necessary, the Overseers for investigation and evaluation of any appropriate discipline.

Paragraph 2. Process for Investigation.

Should the Overseers be asked to investigate alleged pastoral misconduct, a majority of two (2) of the three (3) Overseers is required to initiate an investigation, and a majority of two (2) of the three (3) Overseers is required take disciplinary action. With such a majority, the Overseers shall assume complete authority over the Lead Pastor/President; they may decide to remove him from his position or to discipline him in any way they deem necessary. The Overseers have no authority in Real Life Community Church, Inc. unless contacted by such Elders, and then only insofar as permitted under these Bylaws.

Paragraph 3. Motivation.

It is the intention of the corporation to protect the hearts of all involved in matters of pastoral discipline. With the method outlined above, the "sheep" never have to pass judgment upon their "shepherd."

ARTICLE 14

Amendment of Bylaws

Bylaws may be altered, amended, or repealed, and new Bylaws may be adopted at any regular meeting by (1) simple majority affirmative vote of the Trustees, and (2) an affirmative vote of the Lead Pastor/President. At least five (5) days written advance notice of said meeting shall be given to each member of the Trustees. In the written notice, proposed changes must be explained. These Bylaws may also be altered, amended, or repealed and new Bylaws may be adopted by consent in writing signed by all of the Trustees.

Signed and certified, to be effective immediately.

Lead Pastor/President of Real Life Community Church, Inc.

Secretary of Real Life Community Church, Inc.

Treasurer of Real Life Community Church, Inc.
