

BYLAWS:: LEGACY CHURCH

*A Tennessee 501c3 Nonprofit Corporation
Ratified by the Legacy Pastor Board November 2017*

PREAMBLE

We have spent great effort and time crafting the Bylaws of Legacy Church. It is our prayer that this work will help us lead in a Godly manner in order to preserve the unity of our body for the glory of God. However, we recognize that this aim is more dependent upon our character and the godly character of the men and women who lead the church in the future, than the governance system that we use. Therefore, let us apply the words of Matthew 5:16 in our service to this church: *"...let your light shine before others, so that they may see your good works and give glory to your Father who is in heaven."*

ARTICLE I - MISSION

Legacy Church exists to lead the city to enjoy Jesus, His people, and love the broken world as we make disciples who will do the same.

ARTICLE II - NAME & DEFINITIONS

The name of this church and corporation is Legacy Church. This corporation may be further referred to in these Bylaws as the "church" or "Legacy" and may do business as "Legacy" as well as other such names as the Pastors of Legacy Church shall determine from time to time.

As used in these Bylaws, unless the context requires otherwise, the following terms shall have the meanings set forth below:

"Act" shall mean the Tennessee Nonprofit Corporations Act, Title 48, Chapters 51 - 68, as amended from time to time.

"Board", *"Steering Pastors"*, or *"Board of Directors"* shall mean the board of directors of all Legacy Church congregations. The Steering Pastors shall exercise all decision making authority over the spiritual affairs of all Legacy congregations and shall elect Directors of the same Board. All corporate powers shall be exercised by or under the authority of this Board of Directors, and the business and affairs of Legacy Church managed under the direction of its Board of Directors, subject to any limitation set forth in the Charter and the Act.

“*Local Board*” or “*Local Pastors*” shall mean the Pastors of a local Legacy congregation. Local Pastors may also be in service as a member of the Steering Pastoral Board if elected into such a Board under this charter, but also may be in service only to the local church they have been established within.

“*Charter*” shall mean the Charter of Legacy Church, as filed with the Secretary of State of Tennessee, as amended, corrected or restated from time to time.

“*Code*” shall mean the Internal Revenue Code of 1986, as amended from time to time.

“*Director*” shall mean a natural person serving on the Board of Directors of Legacy Church.

“*Officers*” shall mean collectively, the President, the Secretary, and other officers elected by the Board of Directors to run the operations of Legacy Church.

“*Property*” shall mean all property, real or personal, tangible or intangible, including money and any legal or equitable interest owned by Legacy Church.

“*Regulations*” shall mean the Income Tax Regulations, including Temporary Regulations, promulgated under the Code, as such regulations may be amended from time to time.

“*Partner / Partnership*” shall mean covenant membership within Legacy Church as codified by the most recent Partnership Covenant

ARTICLE III - PRINCIPAL OFFICE

The principal office of Legacy Church shall be located at the place designated in the corporate Charter. The Church may have such other offices, either within or without the State of Tennessee, as the Board of Directors may designate and/or as the business of Legacy Church may from time to time require.

ARTICLE IV - STATEMENT FOR MATTERS OF FAITH AND CONDUCT

Section 4.1: Statement for Matters of Faith and Conduct.

The *Statement for Matters of Faith and Conduct* is the basis for the incorporation of Legacy Church. Legacy Church was organized to further the mission of the church as stated hereinbefore based upon the faith of those within its leadership and body. All actions of Legacy Church are to further the church as a body of Godly believers to carry out the will of God.

The Church upholds to the most ancient creeds of the faith including the Apostle's Creed and Nicene Creed as well as the Gospel Coalition's Confessional Statement.

The following *Statement For Matters of Faith and Conduct* represents the core orthodox beliefs of Legacy from a biblical and historical perspective. While Legacy Partners are not required to fully understand or articulate all aspects of the *Statement For Matters of Faith and Conduct*, the explicit rejection of any part of it disqualifies one from partnership in Legacy Church.

Revisions to the *Statement For Matters of Faith and Conduct* in order to more clearly align to Scripture shall be at the sole discretion of the Legacy Pastors, with the understanding that such changes will be communicated to the Partners of the Legacy Church. We believe . .

- The Scriptures are true, authoritative and sufficient (Psalm 19:7-11; 2 Timothy 3:16; 2 Peter 1:20-21).
- There is only one God (Deut. 6:4; Isaiah 46:9-10; John 17:3, 1 Corinthians 8:4:-6; 1 Timothy 2:5).
- The Father is God. The Son is God. The Holy Spirit is God. The Father is neither the Son nor the Holy Spirit. The Son is neither the Father nor the Holy Spirit. The Holy Spirit is neither the Father nor the Son (Genesis 1:26; Psalm 45:6-7; Psalm 110:1; Matthew 3: 13-17; Matthew 28: 17-20; 1 Cor. 12:4-6).
- I am, along with all humanity (Christ excluded), by birth and action a sinner (Genesis 6:5; Psalm 51:5; Jeremiah 17:9; Romans 3:23; 5:8, 12-21, 7:18; Ephesians 2:1-3).
- The deserved penalty for sin is death, both physical and spiritual (Genesis 2:15-17; Genesis 3:19, Romans 5:12; 6:23, James 1:14-15).
- Jesus Christ is the eternal Son of God, was born of a virgin and is both fully God and fully human (Matthew 1:20; Luke 2:52; John 1:1-4, 14; Colossians 1:15-20; Hebrews 1:1-3).
- Jesus Christ died as my substitute to pay the penalty for my sin (John 1:29; 10:1-18, Romans 5:8, 1 Corinthians 15:1-4; 2 Corinthians 5:21; Galatians 1:4; 1 Peter 3:18).
- Jesus Christ physically rose from the dead (Matthew 28:1-20; Mark 16:1-8; Luke 24:1-53; John 1:20-21:25; 1 Corinthians 15:12-34).
- Jesus Christ physically ascended into heaven and will one day physically return (John 14:3; Acts 1:11; 1 Thessalonians 4:16; Hebrews 9:28; 1 John 3:2; Revelation 1:7).
- There will be a future physical resurrection of the dead. Those who trust in Jesus Christ alone will be raised to eternal reward. Those who have not trusted in Jesus Christ will be raised to eternal punishment (Matthew 25:31-46; John 5:28-29; Acts 24-15).
- Only by trusting in the person and work of Jesus Christ alone can I be reconciled to God and experience true life and joy (John 3:18, 14:6; Acts 4:12; Romans 3:21-26; 1 Timothy 2: 5-6).

Section 4.2: Interpretive Authority

The *Statement For Matters of Faith and Conduct* does not exhaust the extent of our beliefs. The Bible itself, as the inspired and infallible Word of God that speaks with final authority concerning truth, morality, and the proper conduct of mankind, is the sole and final source of all that we believe. For purposes of Legacy Church's faith, doctrine, practice, policy, and discipline, our Steering Pastors are Legacy Church's final interpretive authority on the Bible's meaning and application.

ARTICLE V - MEMBERSHIP & PARTNERSHIP

Section 5.1: Membership & Partnership

The Church recognizes two types of membership:

(a) Member of the Body of Christ. Since the church consists of all people who believe in Christ, Legacy Church officially acknowledges those believers as members of the body of Christ. Therefore, Legacy Church welcomes such believers to participate in the church's sacraments (communion and baptism).

(b) "Partner" of Legacy Church. A second type of membership, that Legacy Church will give the title of "Partner," are those who voluntarily (1) commit to forward Legacy Church's mission (Article I), (2) align themselves with the *Church's Statement For Matters of Faith and Conduct* (Article IV) and unity statements (Section 6), (3) follow and communicate with Legacy Church's leadership, (4) are willing to involve themselves in the peacemaking process should they or another become involved in sin or a conflict (Section 6). (5) Partners shall have completed all of the requirements of partnership as defined by the Legacy Pastors; and (6) Partners shall have signed the Legacy Church Partnership Covenant, as it is revised, amended or restated from time to time, thus committing themselves to the responsibilities therein assigned.

Section 5.2: No Corporate Membership.

Membership in, or partnership with, Legacy Church is not a corporate membership as defined by TCA (Tennessee Code Annotated) § 48-56-101, *et. al*, and does not entitle any "member/partner" as described herein to vote on any Church matter. Only Steering Pastors or members of the Board of Directors have any voting rights with regard to Legacy Church and its spiritual and business affairs. Notwithstanding the above, nothing in this section shall prevent a member and/or partner from serving on the Board of Pastors and/or the Board of Directors and voting as said Pastor and/or Director.

Section 5.3: Partnership Responsibilities

Membership within, or partnership with, a local church carries both privileges and responsibilities. Partners of Legacy Church are held accountable to the responsibilities of general Christian obligations comprehensively though not exhaustively outlined within Legacy's Partnership Covenant. These responsibilities include praying for and pursuing both corporate health and individual holiness. In signing the Partnership Covenant, Partners

attest that they have completed the partnership process as instructed, read the Partnership Covenant, and are willingly covenanting:

- to submit to the authority of the Scriptures as the final arbiter on all issues (Psalm 119; 2 Timothy 3:14-17; 2 Peter 1:19-21).
- to pursue the Lord Jesus Christ through regular Bible reading, prayer, fellowship and practice of spiritual disciplines (Luke 18:1; Acts 17:11; 1 Corinthians 9:24-27; Ephesians 5:1-21; 1 Thessalonians 5:12-22).
- to follow the command and example of Jesus by participating in the ordinances prescribed to His Church:
 - by being baptized after conversion.
 - by regularly remembering and celebrating the person and work of Christ through communion
- to steward the resources God has given each Partner, including time, talents, spiritual gifts and finances. This stewardship includes regular financial giving, service and participation in community that is sacrificial, cheerful and voluntary (Matthew 25:14-30; Romans 12:1-2; 2 Corinthians 8-9; 1 Peter 4:10-11).
- by God's grace through the power of the Holy Spirit, to walk in holiness in all areas of life as an act of worship to Jesus Christ (1 Peter 1:13-16, 4:1-3). Partners should strive to put certain attitudes and actions to death while stirring and stimulating love and good deeds through the Spirit. Below are a few examples of actions addressed in the Scriptures:
 - Partners will practice complete chastity unless married and, if married, complete fidelity within heterosexual and monogamous marriage. Complete chastity and fidelity means, among other things, that regardless of a Member's marital status, such Partners will pursue purity and abstain from sexually immoral practices such as adultery, homosexuality, premarital sex and pornography (Romans 13:11-14; 1 Corinthians 6:15-20, 10:8; Ephesians 5:3; 1 Thessalonians 4:1-8; Hebrews 13:4).
 - Each Partner will seek to preserve the gift of marriage and agree to walk through the steps of marriage reconciliation at Legacy Church before pursuing divorce from his or her spouse (Matthew 19:1-12; Mark 10:1-12; Luke 16:18; 1 Corinthians 7:10-11; for the role of the church in the process of divorce, see Paul's concern for the resolution of legal matters within the assembly of the church in 1 Corinthians 6).
 - Partners will refrain from illegal drug use, drunkenness, gossip and other sinful behavior as the Bible dictates (Romans 1:28-32, 13:13; Galatians 5:19-21; Ephesians 5:18; James 3:3-18).
- to refrain from such activities that the Scriptures would deem foolish (Romans 14:14-23).
- to take seriously the responsibility of Christian freedom, especially actions or situations that could present a stumbling block to another (1 Corinthians 8:1-13).

- to submit to the discipline of God through His Holy Spirit by:
 - following the biblical procedures for church discipline where sin is evident in another, the hope of such discipline being repentance and restoration.
 - receiving righteous and loving discipline when approached biblically by fellow believers (Psalm 141:5; Matthew 18:15-20; 1 Corinthians 5:9-13; Hebrews 12:5-11).
- to do the following when the Partner sins:
 - confess the sin to God and to fellow believers.
 - repent and seek help to put the sin to death (Romans 8:13; Colossians 3:5; James 5:16; 1 John 1:6-10).
- to submit to the Pastors and other appointed leaders of Legacy Church and diligently strive for unity and peace within Legacy Church (Ephesians 4:1-3; Hebrews 13:17; 1 Peter 5:5).
- to do the following should I leave Legacy Church for righteous reasons:
 - to notify the appropriate staff member at the congregation I attend.
 - to seek another church with which I can carry out my biblical responsibilities as a believer.

Section 5.4: Formal Dispute Resolution

Partners shall refrain from filing lawsuits against Legacy Church and submit to Christian alternative dispute resolution. In keeping with 1 Corinthians 6:1-8, all formal disputes, other than those which are subject to the jurisdiction of the Legacy Pastors which may arise between any Partner of Legacy Church and the church itself, or between any Partner of Legacy Church and any Pastor, employee, volunteer, agent, or other Partner of this church, shall be resolved by mediation, and if not resolved by mediation, then by binding arbitration under the procedures and supervision of the Rules of Procedure for Christian Conciliation, Institute for Christian Conciliation, or similar faith-based mediation and arbitration group. In the event that the Institute for Christian Conciliation ceases to exist during the course of this Agreement, arbitration under this section shall be conducted according to the rules of the American Arbitration Association.

Judgment upon an arbitration award may be entered in any court otherwise having jurisdiction. The parties each agree to bear their own costs related to any mediation or arbitration proceeding including payment of their own attorneys' fees. Either party may file a motion seeking temporary injunctive relief from a court of competent jurisdiction in order to maintain the status quo until the underlying dispute or claim can be submitted for mediation or arbitration. If a dispute may result in an award of monetary damages that could be paid under a Legacy insurance policy, then use of the conciliation, mediation, and arbitration procedure is conditioned on acceptance of the procedure by the liability insurer of Legacy Church and the insurer's agreement to honor any mediation, conciliation or arbitration award up to any applicable policy limits. The mediation, conciliation, and arbitration process is not a substitute for any disciplinary process set forth in these Bylaws, and shall in no way

affect the authority of Legacy Church to investigate reports of misconduct, to conduct hearings, or to administer discipline of Partners.

Section 5.5: Membership Renewal

Partnership Renewal and Removal of Partnership is reviewed and renewed on a periodic basis as seems prudent to the Local Pastor Board. Partners can be removed through (a) failure to renew their partnership, (b) voluntary resignation of partnership by one in good standing, (c) death, or (d) a decision by the Local Pastors as a result of the disciplinary process.

Partners are prohibited from voluntarily resigning their partnership while subject to the formal disciplinary process.

ARTICLE VI - CHURCH UNITY, DISCIPLINE & RESTORATION

Section 6.1: Church Unity

In his epistles, Paul established decrees on many facets of the faith to preserve the church's unity as Christ commanded. Paul encourages us in 1 Corinthians 1:10-11: *"I appeal to you, brothers, by the name of our Lord Jesus Christ, that all of you agree and that there be no divisions among you, but that you be united in the same mind and the same judgment. For... there is quarreling among you."*

In light of this instruction, we agree to preserve our unity on the issues listed below (§6.2-5) that tend to cause division in churches today. While we may engage in respectful dialogue on the following issues we will not seek to divide or act divisively regarding our personal preferences on these issues.

Section 6.2: Men & Women's Involvement

Both men and women will be welcomed by the leadership to serve in staff positions, lead small groups, lead worship, baptize, teach and serve as deacons in all of our ministries. While scripture says that only men will serve as Pastors (e.g. 1 Timothy 3:2 and Titus 1:6), this practice should by no means dissuade women in our church to lead in any other venue and share their wisdom, gifts and commitment to fulfilling the church's mission.

Section 6.3: Alcohol & Drugs

Scripture includes many instances where alcohol is moderately consumed and doesn't prohibit drinking alcohol (e.g. Deut. 14:26; Jn. 2:6-10; 1 Tim. 5:23). Therefore, we are free to drink in moderation. However, scripture also commands us to be disciplined in order to avoid the sins of: drunkenness, alcoholism, violating governmental laws (such as under-age drinking and illegal drug use) and becoming a stumbling block to the weak by refusing to love them well by abstaining (e.g. Ecc. 10:17; Eph. 5:18; Rom. 14:21; 1 Cor. 10:23-33; 1 Pet. 2:13-17).

Illegal drug use is also a sin, not only regarding the breaking of local law, but also in being “overcome” and intoxicated as so happens. Different than drinking in moderation, illegal drug use is never endorsed, even in moderation.

Section 6.4: Human Life

We believe that all human life is sacred and created by God in His image. Human life is of inestimable worth in all its dimensions, including pre-born babies, the aged, the physically or mentally challenged, and every other stage or condition from conception through natural death. We are therefore called to defend, protect, and value all human life. (Ps 139.)

Section 6.5: Marriage, Gender, and Sexuality

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, Legacy 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, Legacy 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, Legacy 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 Legacy Church as the local Body of Christ, and to provide a biblical example to Legacy Church Partners and the community, it is imperative that all persons employed by Legacy Church in any capacity or united to Legacy Church in membership should abide by and agree to this §6.5, “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 unrepentant sin. Jesus was tempted in all ways as we are, yet he never sinned. Partners, employees, volunteers and attendees of Legacy 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, Legacy Church will be a safe place for men and women fighting sexual temptations of all kinds. For those fighting temptation and repenting of sin, Legacy Church will provide love, care and direction (Matthew 11:28-30, 1 Corinthians 10:13, Hebrews 2:17-18, Hebrews 4:14-16).

Legacy 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 Legacy Church.

This §6.5 specifically gives the Steering Pastoral 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 Legacy Church, to be used in any manner that would be—or, in the sole determination of the Steering Pastors, 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.

Legacy Church's Statement on Marriage, Gender, 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 §6.5 shall not be subject to change through popular vote; referendum; prevailing opinion of Partners 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.

Section 6.6: Peacemaking

Scripture requires us to love as Christ has loved us by rescuing fellow Christians from sin in order to promote repentance and peace (Js. 5:19-20; 2 Cor. 5:18-20). So, from the outset of a conflict or offense, we will begin by removing any sin in our own lives (Matt. 7:5) and praying for God's wisdom (Js. 1:5). After that will we maturely approach the offender with a spirit of gentleness (Gal. 6:1) and follow the process that Jesus suggested in Matt. 18:15-17. This scripture tells us to first address the offender alone about his sin for the purpose of restoration.

If that fails, we are to go to the offender again with one or two others in order to establish the charge with witnesses and bring him to repentance. If that doesn't succeed, Jesus instructs us to "tell it to the church" (*meaning Christians only, which is different from our public Sunday worship gatherings which include non-Christians*). Since the Pastors oversee the church, they will lead the process at this point and may bring the matter before Legacy's Partners as a final effort to restore the offender. This would be in within the context of a closed Partner meeting where proper discretion can be exercised. Should the offender still persist, Jesus tells us to "treat them as a Gentile and tax collector" or non-Christian and therefore he will be excluded from communion (1 Cor. 11:27-32) and Partnership with Legacy.

If the offender could continue to harm others, cause division or jeopardize our Gospel mission to the world, the Pastors may also remove him from attending Legacy (Titus 3:10; 1 Cor. 5). Finally, if the offender is a Pastor himself, he will be rebuked in front of all Legacy attendees (1 Tim. 5:17-20). Again, our aim is to restore the offender to a right fellowship with God and His church. So, at any point, if the offender repents, we will re-affirm our love, forgive, comfort and seek to prevent him or her from being overwhelmed by excessive sorrow (2 Cor. 2:7-8).

Section 6.7: Board of Pastors Conflict Resolution, Discipline & Restoration.

The Board of Pastors shall be mindful of the listed hereinbefore. The Pastor shall uphold Legacy Church's Statement For Matters of Faith and Conduct and Sections 6.1-6 by making all reasonable attempts to follow §6.6 on Peacemaking, while being mindful of worldly imposed penalties and deadlines. The Board of Pastors

hereby recognizes that although repentance and forgiveness are spiritual concepts and to be freely given, there may also be punishments, fines, damages, and restitution which accompanies actions for which a Pastor, Director, Officer, employee, member, and/or third party may be liable. Nothing in these Bylaws shall restrict the Board of Pastors and/or the Board of Directors of Legacy Church from pursuing all remedies the Statement For Matters of Faith and Conduct, §6.1-6 and/or allowed by any law, statute, regulation and/or rule.

Section 6.8: Right to Exclude.

The Local Pastors may exercise its right to ask *anyone* not to participate in some or all of its activities if said individual is believed to potentially cause harm to the church body. This right of exclusion shall be in the sole discretion of the Local Pastors and/or the Board of Directors and is for the protection of Legacy Church body as a whole.

Section 6.9: Resignation of Partnership/Membership.

Legacy Church will honor any voluntary and mutual resignation of church partnership as long as the voluntary resignation or withdrawal of partnership occurs before or outside the disciplinary process as stated in §6.

ARTICLE VII - CHURCH DIRECTORS, PASTORS, OFFICERS, STAFF & DEACONS

Section 7.1 Directors (Steering Pastors):

Section 7.1.1: Definition and Powers

The Steering Board of Pastors shall function as a team for the protection of Legacy Church, representing the best interests of the entire Church and not simply interests of a particular part of Legacy Church. The Steering Board will make wise and efficient decisions as leaders trusted by the Local Pastors and Church Partners.

The Steering Board of Pastors shall, directly or by delegation to Partners or Pastors of Legacy Church hire and terminate Church personnel.

The Steering Board of Pastors shall, directly or by delegation to Partners or Pastors, have authority to transact business, execute contracts and legally bind Legacy Church in its respective ministry and business affairs.

The duties of the Steering Board of Pastors shall include, but not be limited to, creating cohesion around Church Vision and Goals, consolidating Church-wide teaching, unifying ministry leadership and leveraging ministry services. The Steering Board of Pastors shall lead Legacy Church to fulfill its purposes. They shall be empowered to oversee and direct the ministries and business of Legacy Church subject to the limitations of

the law and these Bylaws. The Steering Board of Pastors shall supervise all employees of Legacy Church per their goal, and may delegate to them any and all duties and responsibilities they deem reasonable, subject to the rights, if any, of a person under contract of employment.

The overall policy, control, direction and management of the ministry, operations and finances of Legacy Church shall be vested in the Steering Pastoral Board. The Steering Pastors are designated as the directors of this corporation as the term is defined and used in Tennessee's Nonprofit Corporation paperwork and statutes. Subject to the provisions and limitations of nonprofit regulations, any limitations in the Articles of Incorporation and these Bylaws, all corporate powers shall be exercised by or under the direction of the Steering Pastors. As used in this §7.1 and throughout these Bylaws, the terms "Steering Pastors," "Steering Pastoral body" and "Steering Pastoral board" are used interchangeably to mean a quorum of Steering Pastors acting in accordance with §7.1.8 herein.

The Steering Pastor board shall consist of elected Pastors from the various represented local Legacy congregations, and, until changed by amendment of the Articles of Incorporation or these Bylaws, such number of additional Steering Pastors as may from time to time be nominated and elected in accordance with these Bylaws, provided that the total number of Steering Pastors shall not be less than two (2). The Steering Pastoral board shall include at least one Vocational Local Pastor, as such position is defined in §7.1.2 below, from each congregation of Legacy Church at which such Local Pastors exist. If for any reason the Steering Pastoral board does not include at least one Vocational Local Pastor from each congregation of Legacy Church at which such Local Pastors exist, then the Steering Pastors shall begin the process outlined in §7.1.5 below to restore the required composition.

Steering Pastors are entrusted with the governance of Legacy Church, leading Legacy Church from a centralized vantage point. The Steering Pastoral board's oversight includes, but is not limited to, teaching, protecting, leading, disciplining, equipping and caring for the overall corporate Church body and its individual Local Pastors and Partners as well as the oversight of all ministry, operations and finances of Legacy Church. The Steering Pastors are also responsible for being obedient to the Scriptures in the doctrine of Legacy Church, establishing the overall vision of Legacy Church and appointing new Steering Pastors as outlined in these ByLaws.

Section 7.1.2 Lay Steering Pastors and Vocational Steering Pastors

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

Lay Steering Pastors shall not receive compensation or salaries for their service. Vocational Steering Pastors may receive reasonable compensation for fulfilling their vocational responsibilities as employees of Legacy Church.

The Steering Pastoral board will consist of no less than fifty percent (50%) Lay Steering Pastors. If for any reason the composition of the Steering Pastoral body does not consist of at least 50% Lay Steering Pastors, then the Steering Pastors will begin the process outlined in §7.1.5 below to restore the required composition.

Section 7.1.3 Qualifications:

The minimum qualifications for Steering Pastors shall not be less than those listed in 1 Timothy 3:1-7 and Titus 1:6-9, including without limitation the requirement that Steering Pastors be men. In addition to the minimum qualifications given in Scripture, Steering Pastors must be Partners who fully subscribe to Church's *Statement For Matters of Faith and Conduct* and are actively involved in the ministry of Legacy Church. The Steering Pastors may at any time create, alter, amend, repeal or restate resolutions establishing additional qualifications outside of those listed in the above scriptures.

Section 7.1.4: Duties

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

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

The Steering Pastors of Legacy Church shall vote on the matters of (a) appointment of any Pastor, (b) doctrinal issues, (c) removal of any Pastor, and (d) other actions deemed major and extraordinary by the Steering Pastors. Steering Pastor votes on any matter may be communicated to Legacy Church at the sole discretion of the Steering Pastors.

The Steering Pastors shall make the final determination in regards to any ecclesiastical questions. The Steering Pastors 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 Legacy Church, its internal workings, and its governance in every respect, consistent with these Bylaws. In deciding such matters, the Steering Pastors shall use the standards of: (a) the best spiritual, financial, and operating interests of Legacy Church in light of the Bible and the tenets of faith of Legacy Church; and (b) the furtherance of the religious purposes of Legacy Church as discerned by the Steering Pastors according to the teachings of the Bible.

Section 7.1.5 Selection and Term of Office

The Steering Pastors shall have the sole authority to appoint new Steering Pastors. A man shall be appointed as a Steering Pastor by a passing vote of the Steering Pastoral body (as defined in §7.1.8 below) after he has

been tested and proven to meet the qualifications stated in §7.1.3 above. The Steering Pastors may appoint a committee or group to vet Pastoral candidates and report its findings to the Steering Pastoral body. The Steering Pastors may also if they see fit receive recommendations for Pastor candidates from Church Partners.

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

Once a man is appointed to the Steering Pastoral body as a Lay Steering Pastor, he is expected to serve in this capacity for a minimum of *five* (5) years, but no more than *eight* (8) years per turn. Pastors may be re-appointed after a one-year absence from the Steering Pastoral body.

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

To resign from the Steering Pastoral body, a Steering Pastor shall notify, in writing, the officers of Legacy Church who are also members of the Steering Pastoral body. Such officers shall determine the most fruitful and edifying way to notify the remaining Steering Pastors and Legacy Church Partners. A vacancy in the Steering Pastoral 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.

Section 7.1.6 Removal

Any Steering Pastor may be removed from the office of Steering Pastor for valid cause. Discipline of Steering Pastors must be consistent with the standards set forth in these Bylaws. The Steering Pastoral body will determine the specific procedure for removal of a Steering Pastor. This procedure may be altered, amended, repealed or restated by a resolution of the Steering Pastors. The Steering Pastors shall have the sole authority to remove a Steering Pastor.

A written notice of the proposed removal of any Steering Pastor shall be given to such Steering Pastor 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 Steering Pastor is given a reasonable opportunity to defend himself. The Steering Pastor 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 Steering Pastors. The Steering Pastor under consideration for removal shall not have voting rights while such removal is considered.

Section 7.1.7: Pastor Meetings

Regular meetings of the Steering Pastors shall be held in a location that the Steering Pastors deem from time to time. Any meeting may be held by conference telephone, video, or similar communication equipment, as long as all of the Steering Pastors participating in the meeting can hear one another. All Steering Pastors participating telephonically shall be deemed present at such meetings.

Section 7.1.8: Definition of Quorum and Passing Vote

A proper quorum is defined as at least sixty-six percent (66%) of the Lay Steering Pastors and seventy-five percent (75%) of the Vocational Steering Pastors. A quorum is required for voting matters. A passing vote must be equal to or greater than sixty-six percent (66%) of the Steering Pastors present. Voting by proxy is prohibited.

Section 7.2: Local Pastors

Section 7.2.1: Definition and Powers

As used in this §7.2 and throughout the Bylaws, the terms “Local Pastors,” “Local Pastoral body” and “Local Pastor board” are used interchangeably to mean a group of Pastors serving at and identifying with one of the congregation locations of Legacy Church. The Church shall have only one Steering Pastoral body but may have one or more Local Pastoral boards. Steering Pastors are also Local Pastors for Legacy Church locations with which they primarily affiliate and at which they attend worship services as a Church Partner.

The scope of authority of those Local Pastors who are not also members of the Steering Pastoral body is limited to the congregation location at which they serve.

Section 7.2.2: Lay Local Pastors and Vocational Local Pastors

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

Staff Pastors shall serve as the Vocational Local Pastors for Legacy Church location with which they are affiliated.

Lay Local Pastors shall not receive compensation or salaries for their service. Vocational Local Pastors may receive reasonable compensation for fulfilling their vocational responsibilities as employees of Legacy Church.

The Local Pastoral boards will maintain no less than fifty percent (50%) Lay Local Pastors. If for any reason the composition of the Local Pastoral body does not consist of 50% Lay Local Pastors, then the Steering Pastors shall begin the process outlined in §7.2.5 below to restore the required composition.

Section 7.2.3: Qualifications

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

Section 7.2.4: Duties

Local Pastors shall lead a particular location of Legacy Church from a decentralized vantage point. Duties of Local Pastors include:

- shepherding Local staff and Partners
- oversight of the membership/partnership process for local Partners
- oversight of Local church discipline
- care for local church missionaries
- ministry contextualization and implementation
- oversight of Local Deacons per §7.5
- oversight of Local discipleship
- financial stewardship of Local ministries

The Local Pastors shall vote on local congregation related matters within their purview, including the appointment of Deacons (§7.5.6) and removal of Partners.

Section 7.2.5: Selection and Term of Office

The Steering Pastors shall have the sole authority to appoint new Local Pastors. A man shall be appointed as a Local Pastor by a passing vote of the Steering Pastoral body (as defined in §7.1.8) after he has been tested and proven to meet the qualifications stated in §7.2.3 above. The Steering Pastors may appoint a committee or group to vet Local Pastor candidates and report its findings to the Steering Pastoral body. The Steering Pastors may also receive recommendations for Local Pastor candidates from Church Partners if it sees fit.

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

Once a man is appointed to a Local Pastoral body as a Lay Local Pastor, as defined in §7.2.2 above, he is expected to serve in this capacity for a minimum of *five* (5) years, but no more than *eight* (8) years per turn. Local Pastors may be reappointed after a one-year absence from the Local Pastoral body.

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

To resign from the Local Pastoral body, a Local Pastor shall notify, in writing, the Vocational Local Pastor with whom he serves who is also a member of the Steering Pastoral body. Such Vocational Local Pastor shall notify the Steering Pastors, who shall determine the most fruitful and edifying way to notify the remaining Local Pastors and Legacy Church Partners or an appropriate subset of Church Partners. A vacancy in the Local Pastoral 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.

Section 7.2.6: Removal

Any Local Pastor may be removed from the office of Local Pastor for valid cause. Discipline of Local Pastors must be consistent with the standards set forth in Article VI. The Steering Pastoral body will determine the specific procedure for removal of a Local Pastor. This procedure may be altered, amended, repealed or restated by a resolution of the Steering Pastors. The Steering Pastors shall have the sole authority to remove a Local Pastor.

A written notice of the proposed removal of any Local Pastor shall be given to such Local Pastor 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 Local Pastor is given a reasonable opportunity to defend himself. The Local Pastor 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 Steering Pastors. The Local Pastor under consideration for removal shall not have voting rights while such removal is considered.

Section 7.2.7: Pastor Meetings

Regular meetings of the Local Pastors shall be held in a location that the Local Pastors deem from time to time. Any meeting may be held by conference telephone, video, or similar communication equipment, as long as all of the Local Pastors participating in the meeting can hear one another. All Local Pastors participating telephonically shall be deemed present at such meetings.

Any action required or permitted to be taken by the Local Pastors may be taken without a meeting if all of the Local Pastors, individually or collectively, consent in writing to the action. Such action by written consent or consents shall be filed with the minutes of the proceedings of Legacy Church.

Section 7.2.8: Definition of Quorum and Passing Vote

A proper quorum is defined as sixty-six (66%) of the Lay Local Pastors and seventy-five percent (75%) of the Vocational Local Pastors. A quorum is required for voting matters. A passing vote must be equal to or greater than sixty-six percent (66%) of the Local Pastors present.

Section 7.3: Officers

Section 7.3.1: Officers

Officers of Legacy Church shall be Members of the Steering Pastoral body. The Officers shall consist of a Chairman, Vice Chairman, Secretary, Treasurer, and such other officers as deemed necessary by the Steering Pastors.

Section 7.3.2: Election

The Officers of Legacy Church shall be elected by a passing vote of the Steering Pastors and shall serve terms of at least three (3) years, as long as they remain a member of the Steering Pastoral body. Officers may be re-elected.

Section 7.3.3: Removal of Officers

Any Officer may be removed from office for valid cause. A written notice of proposed removal of any Officer shall be given to such Officer by the Secretary, or by a Steering Pastor appointed by the Chairman at least ten (10) days prior to the meeting at which an action to effectuate such removal is to be taken, in order to ensure that the Officer is given reasonable opportunity to defend himself. The Officer 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 Steering Pastors. The Officer under consideration for removal shall not have voting rights while such removal is considered.

Vacancies in the Officers of Legacy Church by reason of death, resignation or otherwise, shall be filled by election of the Steering Pastors as soon as is reasonably possible. Until such time, a Steering Pastor may be appointed by the remaining Steering Pastors to serve in such a vacancy.

Section 7.3.4: Duties

(a) Chairman: The Chairman shall perform such duties as are incumbent upon such Officer, including making certain that all orders and resolutions of the Steering Pastors are carried into effect. The Chairman shall have oversight of the Steering Pastor meetings as defined in §7.1.7. The Chairman's duties shall include, without limitation: establishing meetings, setting the agenda and presiding over the meetings.

(b) Vice Chairman: The Vice Chairman shall, in the absence of a duly-appointed Chairman, or in the event of the Chairman's inability or refusal to act, perform the duties and exercise the powers of the Chairman and shall perform such other duties as the Steering Pastors shall from time to time prescribe.

(c) Secretary: The Secretary shall record or cause to be recorded in a minute book of Legacy Church minutes of all meetings of the Steering Pastors and all votes taken at such meetings. He shall have charge of the official records and seal of Legacy Church, and he shall perform such other duties as are incident to the office of Secretary and as may be assigned by the Steering Pastors or the Chairman, under whose supervision the Secretary shall be.

(d) Treasurer: The Treasurer shall serve as the overseer of the financial operations of Legacy Church. Paid Church staff members shall be accountable to the Treasurer for management of the financial aspects of Legacy Church. The Treasurer shall perform Bylaws of such other duties and have other responsibilities as may be assigned to him from time to time by the Steering Pastors.

Section 7.4: Church Staff

Section 7.4.1: Church Staff

All personnel employed by Legacy Church shall act in accordance with the current Steering Pastor-approved Employee Handbook and associated documents, as it may be revised, amended or restated from time to time.

The Church will reserve employment for men and women who believe and confess essential biblical convictions and act in accordance with such. Additionally, Legacy Church reserves the right to terminate the employment of any existing employee who fails to meet this general standard of faith and practice.

Section 7.5: Deacons

Section 7.5.1: Number

The Local Pastors shall appoint the number of Deacons required to meet permanent and short-term needs of Legacy Church.

Section 7.5.2: Qualifications and Definition

Deacons may be men or women, to meet the qualifications as specified in I Timothy 3:8-13.

Section 7.5.3: Term Length

Term Deacons will serve a term of three to five years with a year off between terms.

Section 7.5.4: Responsibility

The responsibility of the Deacons is not explicit within the biblical text. The overall responsibility of the diaconate is to assist the Local Pastors in their service and equipping functions.

Section 7.5.5: Vacancies

If a Deacon is removed from service, either voluntarily or involuntarily, the appointment of a successor Deacon is under the sole authority and discretion of the Local Pastors.

Section 7.5.6: Appointments and Confirmation

The Local Pastors shall have the sole authority to appoint Deacons. The Local Pastors shall communicate prospective Deacons to Legacy Church or a subset thereof no less than twenty-one (21) days prior to a Local Pastoral vote. Comments received from Legacy Church will be considered on a case-by-case basis. Confirmation of Deacons will be at the final discretion of the Local Pastors and requires a passing vote.

Section 7.5.7: Removal of Deacons

Any Deacon may be removed from office for valid cause. A written notice of proposed removal of any Deacon shall be given to the Local Pastors at least ten (10) days prior to the meeting at which an action to effect such removal is to be taken to ensure that the Deacon is given a reasonable opportunity for defense. The Deacon shall have the opportunity to answer the charges in the presence of his or her accusers, but shall not be present during the discussion and vote on his or her removal. The removal of a Deacon requires a passing vote of the Local Pastors.

Vacancies in the Deacons of Legacy Church by reason of death, resignation or otherwise, shall be filled by election of the Local Pastors at their discretion in accordance with 7.5.5 and 7.5.6.

ARTICLE VIII - CORPORATE GENERAL STANDARDS OF CONDUCT

Section 8.1: Corporate Standards of Conduct for Pastors, Directors and Officers.

A Pastor, Director or Officer shall discharge his or her duties as a Pastor, Director or Officer, including his or her duties as a member of a committee, in good faith, with the care an ordinarily prudent person in a like position would exercise under similar circumstances, and in a manner he or she reasonably believes to be in the best interest of Legacy Church.

The Pastor, Director or Officer is entitled to rely on information, opinions, reports, or statements, including financial statements and other financial data, if prepared or presented by: (1) One or more Officers or employees of Legacy Church whom the Pastor or Director reasonably believes to be reliable and competent in the matters presented, (2) Legal counsel, public accountants, or other persons as to matters the Pastor or Director reasonably believes are within the person's professional or expert competence, or (3) A committee

of the Board of Directors of which he is not a member if the Director reasonably believes the committee merits confidence.

Section 8.2: Conflict of Interest Transaction.

(a) Conflict of Interest Transaction. A conflict of interest transaction is not voidable by Legacy Church solely because of a Pastor's, Director's or Officer's interest in the transaction if any one (1) of the following is true:

(1) The material facts of the transaction and the Pastor's, Director's or Officer's interest were disclosed or known to

(A) the Board of Directors or committee of the Board of Directors and the Board or committee authorized, approved, or ratified the transaction, or

(B) the Board of Directors and the Pastors authorized, approved, or ratified the transaction;

(2) The transaction was approved by

(A) the attorney general and reporter for the State of Tennessee, or

(B) a court of record having equity jurisdiction in an action in which the attorney general and reporter is joined as party.

(b) Indirect Interest. A Pastor, Director or Officer of Legacy Church has an indirect interest in the transaction if, but not only if, another entity in which the Pastor, Director or Officer has a material financial interest in is a party to the transaction; another entity in which the Pastor, Director or Officer is a general partner is a party to the transaction; or another entity of which the Pastor, Director or Officer is a governor, director, manager, officer, or trustee is a party to the transaction. All such interest should be disclosed to and considered by the Board of Directors and/or Board of Pastors.

(c) Authorization, Approval, and Ratification Under Subsection (a)(1). A conflict of interest transaction is authorized, approved or ratified if it receives the affirmative vote of a majority of the Board of Directors who have no direct or indirect interest in the transaction, but a transaction may not be authorized, approved, or ratified by a single Director or Pastor.

Section 8.3: Loans to Pastors, Directors and Officers.

The Church may not lend money to or guarantee the obligation of a Pastor, Employee, Director or Officer of Legacy Church.

Section 8.4: Liability for Unlawful Distributions.

(a) Director Liability. A Director who votes for or assents to a distribution made in violation of the Act or the Charter is personally liable to Legacy Church for the amount of the distribution that exceeds what could have been distributed without violating such section or the Charter if it is established that the Director did not perform

such Director's duties in compliance with TCA (Tennessee Code Annotated) §48-58-301. In any proceeding commenced under this section, a Director has all of the defenses ordinarily available to a Director.

(b) Contribution. A Director held liable under subsection (a) for an unlawful distribution is entitled to contribution from every other Director who could be held liable under subsection (a) for the unlawful distribution and each person who received an unlawful distribution for the amount of the distribution, whether or not the person receiving the distribution knew it was made in violation of the Act or the Charter

ARTICLE IX - CONTRACTS, LOANS, CHECKS & DEPOSITS

Section 9.1: Contracts.

The Board of Directors may authorize any Officer or Officers, agent or agents, to enter into any contract or execute and deliver any instrument in the name of, and on behalf of, Legacy Church, and such authority may be general or confined to specific instances.

Section 9.2: Loans.

No loans shall be contracted on behalf of Legacy Church and no evidences of indebtedness shall be issued in its name unless authorized by a resolution of the Board of Directors. Such authority may be general or confined to specific instances. Such authority may also be limited by the Board of Directors if deemed necessary in the sole and absolute discretion of the Board of Directors.

Section 9.3: Checks, Drafts, Etc.

All checks, drafts or other orders for the payment of money, notes or other evidences of indebtedness issued in the name of Legacy Church, shall be signed by such Officer or Officers, agent or agents of Legacy Church and in such manner as shall from time to time be determined by resolution of the Board of Directors.

Section 9.4: Deposits.

All funds of Legacy Church not otherwise employed shall be deposited from time to time to the credit of Legacy Church in such financial institution(s) as the Board of Directors shall designate.

ARTICLE X - FISCAL YEAR

The fiscal year of Legacy Church shall begin on the 1st day of January of each year.

ARTICLE XI - AMENDMENT BY BOARD

The Church's Board of Steering Pastors may amend or repeal Legacy Church's Charter or Bylaws. An amendment to either the Charter or the Bylaws shall be approved by sixty-six (66%) of the votes cast or a majority of the voting power, whichever is less. An amendment to the Charter must be evidenced by Articles of Amendment to the Charter pursuant to TCA (Tennessee Code Annotated) § 48-60-105. Notwithstanding the above, to repeal Legacy Church's Charter or Bylaws or to amend the Charter or Bylaws with regard to any spiritual matter or the mission and/or doctrine of Legacy Church, the repeal and/or amendment must also be approved by sixty-six (66%) of the Board of Steering Pastors.

ARTICLE XII - SUPPLEMENTAL DOCUMENTS

All items not specifically addressed in these Bylaws may be governed by supplemental documents as are from time to time approved by the Board of Steering Pastors, the Board of Directors, and/or third parties employed by the Board of Steering Pastors and/or Board of Directors for such a purpose. However, if there is any language in any supplemental documentation which is in conflict with these Bylaws, the Bylaws shall supercede that language unless the supplemental documentation specifically states the Bylaw provisions with which it is in conflict, that the supplemental document is to control, and that the amendment is approved in compliance with an amendment to the Bylaws.

ARTICLE XII - MARRIAGE

Because God has ordained marriage and defined it as the covenant relationship between a man, a woman, and Himself, Legacy Church will only recognize marriages between a biological man and a biological woman. Further, the Pastors and staff of Legacy Church shall only participate in weddings and solemnize marriages between one man and one woman. Further, the Pastors of Legacy Church shall only participate in weddings and solemnize marriages with those couples who have become a Partner of Legacy Church. Finally, the facilities and property of Legacy Church shall only host weddings between one man and one woman.

ARTICLE XIII - FACILITY USE

The church's facilities were provided through God's benevolence and by the sacrificial generosity of church Partners. The church desires that its facilities be used for the fellowship of the Body of Christ and to bring God glory in the city. Although the facilities are not generally open to the public, we make our facilities available to approved non-Legacy Church Partners as a witness to our faith, in a spirit of Christian charity, and as a means

of demonstrating the Gospel of Jesus Christ in practice. Only approved partnering ministries or entities in the city will be eligible for facility use as approved and endorsed by the Steering Board of Pastors. Facility use will not be permitted for entities, people or ministries not approved as a partner in ministry as stated and endorsed by the Steering Board of Pastors. Facility use for approved non-Legacy Church Partners will be free of charge.

Facility use will not be permitted to persons or groups holding, advancing, or advocating beliefs or practices that conflict with the church's faith or moral teachings, which are summarized in, among other places, the church's constitution and bylaws. Nor may church facilities be used for activities that contradict, or are deemed inconsistent with, the church's faith or moral teachings. The Steering Pastoral Board is the final decision-maker concerning use of church facilities.

This restricted facility use policy is necessary for two important reasons. First, the church may not in good conscience materially cooperate in activities or beliefs that are contrary to its faith. Allowing its facilities to be used for purposes that contradict the church's beliefs would be material cooperation with that activity, and would be a grave violation of the church's faith and religious practice. (2 Cor 6:14; 1 Thess 5:22.)

Second, it is very important that the church present a consistent message to the community, and that the church staff and Partners conscientiously maintain that message as part of their witness to the Gospel of Jesus Christ. Allowing facilities to be used by groups or persons who express beliefs or engage in practices contrary to the church's faith would have a severe, negative impact on the message that the church strives to promote. It could also cause confusion and scandal to church Partners and the community because they may reasonably perceive that by allowing use of our facilities, the church agrees with the beliefs or practices of the persons or groups using its facilities.

Therefore, in no event shall persons or groups who hold, advance, or advocate beliefs, or advance, advocate, or engage in practices that contradict the church's faith use any church facility. Nor may church facilities be used in any way that contradicts the church's faith. This policy applies to all church facilities, regardless of whether the facilities are connected to the church's sanctuary, because the church sees all of its property as holy and set apart to worship God. (Col 3:17.)

The Steering Pastoral Team or official designee must approve all uses of church facilities. Generally, priority shall be given to church Partners, their immediate families, and organized groups that are part of the ministry, organization, or sponsored activities of the church. Church facilities and equipment will be made available to non-Partners or outside groups meeting the following qualifications:

- (a) Groups or persons requesting facility use must affirm that their beliefs and practices and planned uses of the facilities are consistent with the church's faith and practice.
- (b) The group or person seeking facility use must be willing to take responsibility for the facilities and equipment used and must agree to abide by the church's rules of conduct for facility use, as stated in the Reservation Request and as described in any additional instructions by church staff.

ARTICLE XIV - ORDINATION & LICENSING

The Church will consider ordaining duly qualified pastoral, ministerial and executive staff positions as determined by the Steering Pastors 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 Steering Pastors.