



Constitution  
And  
By-laws  
of  
Cornerstone Church  
Of Clarion

# CONSTITUTION & BY-LAWS OF CORNERSTONE CHURCH OF CLARION

## ARTICLE I - ORGANIZATION AND PURPOSE

### 1. CHURCH ORGANIZATION:

- a. The organization of a church is the means of achieving its stated purpose.
- b. The purpose of Cornerstone Church is:
  - i. To reach non-believers with the gospel of Jesus Christ and to lead them into active church membership and responsible Christian discipleship;
  - ii. To nurture believers in the word of God and to train them in Christian growth, service and obedience; and
  - iii. To extend the kingdom of God worldwide by participating in and supporting missions.
  - iv. Cornerstone Church has the exclusive right to determine the specific organizational structure which will best implement the church's purpose and may change its organizational structure whenever it so desires.

### 2. MISSION STATEMENT:

- a. Cornerstone Church is committed to knowing, loving, and serving God. Striving to be more Christ-like through praying, fasting, and seeking His direction, we study His Word and encourage everyone to develop a personal relationship with our Lord, making disciples through:
  - i. **Ministry** programs for all age groups
  - ii. **Worship & Praise** services to reach the lost & challenge the believer
  - iii. **Discipleship** training (reach, teach, grow, repeat)
  - iv. **Outreach** (local, state, national & international missions)
  - v. **Community** (serve in unity and fellowship of believers)

### 3. WE BELIEVE: (see more detailed "Cornerstone Statement of Faith & Message", Attachment to By-Laws)

- a. The Holy Bible is the inspired Word of God, without any error, the all-sufficient authority in matters of faith, doctrine, and Christian living.
- b. We believe in one God, eternally existing in three Persons - Father, Son and Holy Spirit.
- c. We believe in the virgin birth of Jesus Christ, living as 100% fully God and 100% fully man. He died on the cross for our sins. He rose bodily from the dead, ascended into heaven where He sits at the right hand of the Father and is now our High Priest and Advocate.
- d. We believe that man was created in the image of God.
- e. We believe that eternal salvation is the free gift of God, entirely apart from man's works and is possessed by any and all who have repented (turned away from sin), have faith in, and receive Jesus Christ as their personal Lord and Savior.
- f. We believe baptism is an outward sign of a person's understanding of their need for Jesus Christ and of their own free will have accepted Him as their personal Lord and Savior.

### 4. FUNCTIONAL PURPOSE:

- a. Cornerstone Church is an Elder led, team guided church (Staff, Elders, Deacons, Trustees, and Standing Ministries). Ultimate responsibility for all administrative and spiritual matters remains with the body. The Senior Pastor retains voting rights.
- b. The purpose of Cornerstone Church is exclusively charitable and shall not function in a way to impair its legibility of exemption under Pennsylvania or US Internal Revenue Code.
- c. Cornerstone Church is an autonomous & democratic non-denominational Church under the lordship of Jesus Christ.
- d. Services will be held to evangelize through the life, death and resurrection of our Lord Jesus Christ
- e. Services will be held on a regular basis (weekly corporate church worship, with rare exceptions)
- f. A variety of Bible Studies will be available to everyone (weekly on-site "small church" Sunday School/Bible Fellowships and other non-regular on/off-site classes & life groups).
- g. Serving the community through local missions & and caring for our own local body of believers.
- h. Serving and supporting local, state, national, & international missions.

## ARTICLE II - NAME, OFFICE

### 1. NAME:

- a. This body shall be known as CORNERSTONE CHURCH OF CLARION and referred to in the remainder of the By-laws as "Cornerstone", Cornerstone Church" or "the church".

### 2. OFFICE:

- a. The registered office of Cornerstone is 3655 East End Road; Shippenville, PA 16254.
- b. Cornerstone shall have full power and authority to change the principle office from one location to another.

## ARTICLE III - MEMBERS

### 1. QUALIFICATIONS AND MEMBER COVENANT:

- a. Membership shall consist of people who have made a profession of their faith in Jesus Christ as Lord and Savior, who have been baptized, are in agreement with the Cornerstone Statement of Faith and Message, the Mission Statement and completion of the Core Values Class. By this testimony and by "request for transfer of letter" if necessary, membership shall be lovingly granted and shall remain until removed by request, death, proof of membership in another church, or by irreconcilable cause (See "Church Discipline").
- b. Members shall have the right to a voice, vote and shall have the right and privileges to participation in the work of the ministry.
- c. It is the duty of the members to uphold the Statement of Faith, Mission Statement and By-laws of Cornerstone Church.
- d. Member covenant is to serve the Lord and this body in the following ways:
  - i. Faithful participation in weekly worship services and Bible study.
  - ii. Regular and generous giving to support the ministry, recognizing the tithe (10%) as the guide for giving.
  - iii. Meaningful service to the Lord and to others through the exercise of spiritual gifts and abilities; and
  - iv. Outreach to & interaction with non-believers, always in Christian love

### 2. RIGHTS OF MEMBERSHIP:

- a. Every active member age 18 years and older shall have the right to participate in the following matters:
  - i. Annual budget
  - ii. Disposition of assets
  - iii. Acquisition of property
  - iv. Merger or dissolution
  - v. Amendments to the By-laws
  - vi. Each member is entitled to one vote in all church matters requiring a membership vote. Voting by proxy is prohibited; however, absentee ballots may be acceptable if requested and approved in advance (see Church Business Meetings, Article VI).
  - vii. Able to use Cornerstone Facility and Pastors for weddings. Use of Cornerstone Facility and Pastors is limited to members only.

## ARTICLE IV - CHURCH STAFF

All pastoral staff members shall be recommended to the church by the Pastoral Search Committee. Election shall be by secret ballot, an affirmative vote of three-fourths of those voting members present being necessary to issue a call to a new pastoral staff member.

### 1. PASTOR:

- a. The Senior Pastor, as the under shepherd of the church is responsible to God for leading and equipping the body to function as a New Testament church. The Senior Pastor shall be the lead Elder; leading the Elders to shepherd the congregation, the organizations of the church, and lead the church staff to perform their tasks.
- b. In the case of a pastoral vacancy, the church shall nominate/elect a pastor search committee (PSC). The PSC shall be comprised of seven members (minimum) to be chosen by the church. Nominations will be taken from the church body on a Sunday morning, with each member nominating up to seven people to serve on the committee. The seven members who receive the most nominations and who also agree to serve (after interview of qualifications with the Elders) shall be selected to the PSC. In every case where two members of the same household shall serve on the PSC an additional person must also be selected so that a total of 7 households are represented on this committee (with one voice unity per household). The election process

- shall be administered by the deacons and trustees. If necessary, vacancies shall be filled from remaining candidates who received the most nominations from the church body.
  - c. The PSC shall select its own chairperson and determine its own internal responsibilities and assignments with continued help and input by the Elders. The committee's purpose is to prayerfully seek and recommend all pastoral positions based on its understanding of the history and culture of its membership (preaching & leading style for church), sound doctrinal preaching, and the direction of the Holy Spirit, as recommended by the Elders and affirmed by the body members with a simple majority vote of the attending body. This vote simply authorizes the formation of a PSC and allows the PSC process to begin. Elders shall coordinate with Trustees for all financial (salary) and legal matters (contract).
  - d. Then the committee, the Elders, deacon body, trustees and PMT will meet with the candidate for fellowship and a "getting to know each other" Q's & A's time, followed by a second church-wide fellowship and "getting to know each other" for the body. When a candidate is selected in view of a call, the PSC will invite the candidate to preach at Cornerstone. The chairperson of the PSC will then direct the church body in the election of the recommended pastor by secret ballot at a business meeting of which one week's notice has been given. An affirmative vote of three-fourths super majority of those present shall be necessary to call a pastor.
  - e. Once elected and confirmed by the body, the Sr. Pastor shall become an ex-officio, permanent adviser to all PSCs (nonvoting). This is to assist & assure compatibility of pastoral staff.
  - f. During the interim period between pastorates, the Elders shall be responsible to seek and recommend to the church an interim pastor. An affirmative vote of three-fourths of those present shall be necessary to call an interim pastor.
  - g. The Senior Pastor or such other member as the pastor shall designate shall facilitate daily staff church business. In the event of a pastoral vacancy, the Alternate Head Elder shall serve as the interim facilitator.
2. **SECRETARY:**
- a. Shall keep a register of all members.
  - b. Shall perform such duties as may be assigned by the Senior Pastor.
3. **ADMINISTRATIVE CLERK:**
- a. Shall be responsible for keeping an accurate record of all administrative meeting transactions (7 year record retention minimum).
  - b. Shall take minutes of all administrative (Trustee, PMT, SMT) meetings (1 year retention minimum).
4. **CHURCH ACCOUNTANT:**
- a. The Church Accountant shall be responsible to oversee the receipt, preservation, and payout of all monies (or items of value) given or paid to the church. The Church Accountant shall also be responsible to cause to be prepared, for each regular business meeting, a report of the receipts and disbursements for the preceding period.
  - b. The Church Accountant's report shall be audited a minimum of once every three years unless otherwise requested by the Trustees or SMT Chairperson.
  - c. The Church Accountant shall serve as an ex-officio member of the Stewardship Ministry Team. The Church Accountant shall be appointed by the SMT and consented to by the Trustees.
  - d. For the purposes of this document, in all places used, "ex-officio member" shall mean: because of your job, office, or position, and parliamentary rights, shall be designated as non-voting unless otherwise stated.
5. **OTHER CHURCH STAFF:**
- a. The church shall call and/or employ other such staff members as the church shall need to fulfill its mission and ministries.

## **ARTICLE V – ELDERS**

1. **ELDER SELECTION**
- a. The qualifications for Elders are stated in I Timothy 3:1-7 and Titus 1:5-9. These qualities should be evident in the lives of candidates for Elder. Candidates must also be a member of Cornerstone church of Clarion for at least three (3) years. The candidate must also agree with the Cornerstone Statement of Faith and have been active in the church ministry for at least one (1) year.
  - b. The membership of Cornerstone church of Clarion will recommend potential candidates for Elders in writing to the Elders and Senior Pastor. Recommendations shall be taken over a two-week period of time.
  - c. Elder Approval:
    - i. An interview with the candidate and wife (if married) will be conducted by the Elders.

- ii. Upon successful completion of interviews by the Elders, an announcement of potential Elder candidates will be made for Cornerstone Church of Clarions' consideration. Two weeks will be given for the church body to give feedback on the candidates to the Elders. (Objections to Elder candidates must be based on biblical, moral, or ethical reasons. The objections should be made in writing to the Elders. Written objections must be signed in order for the Elders to properly investigate objections).
- iii. After the review of any feedback, successful candidates will be presented by the Elders to the church body for election. Candidates must receive seventy-five (75) percent of votes, of members voting, to be approved.
- d. Cornerstone Church of Clarion must maintain no more than six (6) Elders. The six Elders along with the Senior Pastor give seven (7) total voting members.
- e. Terms:
  - i. Elders will serve three (3) year terms on a staggered basis.
  - ii. At the close of his three (3) year term an Elder can be re-elected to serve another term. However, the recommendation for his candidacy must come from the church body.
- f. An Elder cannot serve as a Deacon or be a member of the Trustees.
- g. Staff members requiring the evidence of a call cannot become an Elder.
- h. If at any time an Elder's actions, beliefs, or public conduct become unbiblical, immoral, unethical, or cause public shame to Christ, the Elders must address the issue(s) using Matthew 18: 15-17 and 1 Timothy 5:17-20 as their guide.
- i. An Elder must abstain from the use of alcohol and all recreational drugs.
- j. An Elder must have completed the Cornerstone Core Values class.

## 2. NOTE CONCERNING THE FIRST ELECTION OF ELDERS

- a. Recommendations will be received by the Senior Deacons.
- b. The interviews with candidates will be done by an independent examining board consisting of interim Pastor Terry Kendrick, Bill Sword, and Jeff Burkett. These men have proven their alignment with the Cornerstone Church of Clarion's statement of faith and are trusted friends of the body.
- c. The independent examining board will give the names of successful candidates to the Senior Deacons for presentation to the church.
- d. The procedure for voting will be the same as in the statements above.

## 3. DUTIES OF THE ELDER

- a. The Elders must seek the good of others over their own benefit. Elders are called to be servant-leaders of the congregation. While the office of Elder may be a high-profile position in the church and receives a great deal of attention, it is their duty to edify others. The Elder should seek to meet the needs of the congregation and do so willingly. (1 Peter 5:1-4)
- b. The Elders serve under the authority of Christ. Elders will give an account before God for how they have led the church. Elders must not fall prey to the temptation to play politics or come up with schemes that dishonor Christ. (Colossians 1:18)
- c. The Elders care for the body of Christ. According to the Apostle Peter they must "shepherd the sheep". They accomplish this by feeding, nurturing, and protecting the flock. (1 Peter 5:1-3)
- d. The Elders teach the Word of God. The direction for the church is not found in the opinion of men but rather in the Holy Scriptures. This dictates that the Elders be men who know the scriptures extensively and are able to communicate them effectively. (Titus 1:9).
- e. The Elders must model the character of Christ. The qualifications of Elders are clearly laid out in the Bible. It should also be evident to those around the Elder that he is a man growing in the grace and knowledge of Christ. No where in scripture do we find success in the world as a qualification for the office of Elder. (1 Timothy 3:1-7; Titus 1:5-9)
- f. The Elders settle disputes in the church. (Acts 15:1-2)
- g. The Elders pray for the sick. This prayer can happen in the church or from house to house as they become aware of needs. (James 5:14)
- h. The Elders must watch out for the spiritual life of the church. This includes confronting doctrinal error and refuting those who are continuing in a pattern of behavior contradictory to Biblical truth so that the truth of Christ will remain credible to both the congregation and the community. (Hebrews 13:17)

## 4. TO PROPERLY FULFILL ALL THE ABOVE RESPONSIBILITIES, THE ELDERS SHALL:

- a. Exercise leadership and oversight of all the church's ministries, structure, and calendar.
- b. Shepherd the people of the church to Christian maturity.
- c. Protect the health and integrity of the church.
- d. Model a life of personal faith.

- e. Under the teaching and guidance of the Senior Pastor, constantly seek the wisdom and leading of Christ, the Head of the church.
- f. Determine the overall vision of the church and proper alignment of all activities and ministries to that vision.
- g. Set appropriate policies and procedures concerning the staff, ministries, and the structures of the church that enhance the effective fulfillment of the church's mission.
- h. Ensure the financial integrity of the church for the protection of its assets and the welfare of its members. The Trustees shall apprise the Elders of the condition of church finances and advise them on all legal matters.
- i. The Elders shall advise the Personnel Ministry Team (PMT) on the personnel policies and practices of Cornerstone Church. The Trustees shall advise on all legal aspects of personnel policies and practices.
- j. Exercise biblical discipline within the membership when necessary using the scriptural guidelines found in Matthew 18.
- k. Monitor and annually evaluate the performance of the Senior Pastor.
- l. Annually review the "Duties of the Elders" document and revise it per the Cornerstone Church of Clarion's by-laws as needed.
- m. Be accountable to Christ and the membership of the church for the proper fulfillment of all its responsibilities.
- n. The Elders shall select an Alternate Lead Elder to serve in the absence of the Senior Pastor. This selection shall happen annually at the first meeting of the year. The position of Alternate Lead Elder does not confer extra responsibilities or authority.

## **ARTICLE VI - DIRECTORS/TRUSTEES**

The Administrative Church Board of Directors serve and shall be known as Trustees for the purpose of these bylaws and for the operation of the church. The term Directors and Trustees shall have the same meaning and be used interchangeably. The Trustees shall be given responsibility by the church to advise the church regarding legal questions which may face the church. The church Trustees shall act on behalf of the church and shall transact such business as deemed necessary and proper for the business functions of the church. The Chairperson of the Trustees or their designee shall serve as the moderator of all Quarterly or specially called business meetings and shall call on members of standing teams as deemed appropriate for informational purposes. Signing of bank checks will require 2 signatures of any combination of Trustees. The Trustees will be required to review a check registry once a month. A minimum of two trustee signatures shall be required for all other legal documents. One trustee shall act as trustee secretary. Secretary or designee shall record minutes of all duly authorized actions of the Church Trustees.

1. The Church Trustees, three to five members of the church, shall be recommended by the Nominating Committee for a renewable 3-year term and approved by the body. The Trustees will elect a chairperson (President of the Board of Directors) and a secretary at the first meeting following their election. (The positions of Trustee, Deacon, or Elder may not be held simultaneously).
2. The Trustees shall have the authority necessary or appropriate to the management of the affairs of Cornerstone consistent with sound business practice. Trustee responsibilities and guidelines include but are not limited to:
  - a. Fiscal management of Cornerstone.
  - b. Shall sign all certificates, contracts, deeds and other instruments of the church.
  - c. Reviewing and approving all proposals and contracts for services which are funded through monies received by Cornerstone.
  - d. Custodian of all moneys of the church and shall disburse these monies by checks in coordination with the accountant, Senior Pastor and the Stewardship Ministry Team.
  - e. Shall be responsible for seeing that the offerings are properly received, counted and deposited in the church's bank account.
  - f. Shall properly credit each contributor and handout or mail an annual record of contribution to donors.
  - g. A bank account will be set up with a minimum of three (3) signature cards in place at the bank, while each check generated will only require two (2) signatures.
  - h. If necessary, Trustees may participate in meetings via telephone conference or video conference where such facilities are available and by which all persons participating in the meeting can hear one another. Should a Board Member wish to participate in a meeting by either of these means, he/she must make arrangements to do so in advance of the meeting and must be available for the entire meeting.
  - i. Regular Trustee meetings shall be held once per month. Special meetings may be held at the request of the Senior Pastor, Deacons or Elders.
  - j. Three (3) consecutive meeting absences by a Trustee require special circumstances or may be cause for removal from the Board upon review by the other Trustees.
  - k. Oversight of maintenance, repair and development of both existing and future properties and facilities.

## ARTICLE VII - CHURCH MEETINGS

### 1. CHURCH SERVICES

- a. The church shall maintain services on Sundays and at other times as deemed necessary by the Senior Pastor and Elders.

### 2. SUNDAY SCHOOL/BIBLE FELLOWSHIPS

- a. The church shall maintain Sunday School/Bible Fellowships on Sundays and at other times as deemed necessary by the Senior Pastor and Elders. The names Sunday School & Bible Fellowship have the same meaning and purpose. They are primarily structured to build continuous (not time definite) Christian community within the church for all age groups, and to build teachers and disciples for serving our Lord in the church and in the community.

### 3. CHURCH BUSINESS MEETINGS

- a. The church shall meet in regular business meetings, as a minimum, once each quarter. If a specially called business meeting to consider important matters is necessary, a one-week notice concerning the nature of the meeting must be given. Notice will be in the form of an e-mail or letter sent to all members, and an announcement from the pulpit.
  - i. A quorum shall be defined as: "Those church members who attend either the regular business meeting or the specially called business meeting".
  - ii. Normally accepted parliamentary rules, other than Roberts Rules, shall be applied for all business meetings of the church, as per moderator's preference, unless otherwise objected to by trustee(s) in attendance. Objection by trustee(s) shall be for clarity or point of order. Minutes to be recorded by church clerk or other designee.

## ARTICLE VIII - DEACON BODY

### 1. DEACONS:

Deacons, in accordance with both the meaning of the word and the practice of the New Testament, are to be servants of the church. Consequently, their call is to work with the Senior Pastor, Elders, and church staff in leading and equipping the body to fulfill its mission and ministries. Deacons comprise a Christian body of both physical and spiritual care servants. Deacons shall be elected by the church body. (The position of Elder, Trustee, and Deacon may not be held simultaneously).

- a. Biblical Qualifications, policies approval, and accountability of Deacons:
  - i. Deacons shall be selected who meet the criteria of I Timothy 3:8-13 and who can serve faithfully in keeping with the model given in Acts 6:1-6.
  - ii. These men shall covenant to stand by and encourage one another in this ministry in the spirit of Galatians 6:1-2.
  - iii. Each active deacon shall be examined annually by both the chairman & chairman elect to determine if the deacon has performed to the duties and qualifications of a deacon, and to determine if the Lord is continuing to call the deacon into this service. Any shortcomings shall be reviewed and resolved in the spirit of love and grace.
  - iv. The duties, policies, and detailed biblical and church qualifications of deacons and senior deacons are found in the "Deacon Policies" manual which are written, voted on, and maintained by the diaconate (deacon body), with the following exceptions:
    1. The initial "Deacon Policies Manual" will undergo a 1-time church member review and approval vote.
    2. Any changes, additions, or deletions to the "Biblical" and/or "Church" qualifications must be approved by church member vote.

## ARTICLE IX - CHURCH DISCIPLINE

1. It is the desire of the church to assist any troubled or problematic member.
2. Members of this church (including staff) who err in doctrine or conduct shall be dealt with according to the principles of discipline found in Matt 18:15-18. These actions will be carried out in the spirit of Christian kindness and forbearance. Redemption rather than punishment should govern the attitude of one member toward another.

3. After all efforts have been made by the Senior Pastor, Elders, Deacons, and any other relevant Ministry Team, and in the event that exclusion of a member should be necessary, a called business meeting must be announced one week in advance. A simple majority vote of those members present is required to terminate membership of any member and/or staff person.
4. Restoration of membership may occur upon the evidence that the member in question has repented and reformed.
5. A recommendation from a church member at a called business meeting shall require a simple majority vote to reinstate membership.

## **ARTICLE X - STANDING MINISTRY TEAMS**

The Senior Pastor, Elders, and church staff shall guide the overall work of the ministry teams. The Senior Pastor, Alternate Lead Elder, or a staff member so designated by the Senior Pastor may serve as an ex-officio member of any team.

The following guidelines shall be applied to all church standing ministry teams and permanent church committees as defined in these bylaws.

- a. Min/max members & terms, (deacons excluded from maximum limit)
- b. Annual reorganization of chairmanship & officers
- c. Normal Meeting minutes recorded and submitted to church clerk
- d. Nomination or motion, second, discussion & recorded voice vote for approvals.
- e. Quorum is required. (Quorum is a majority of recorded members, and thereafter a majority vote.) Then each team must have a recorded vote of clear majority from members present for approval of actions or recommendation to be taken by committee. No unilateral action by chairperson without a traceable means of verifying majority approvals in the affirmative. Temporary email approvals for expedited issues between meetings may be occasionally utilized, recorded & saved by clerk. However retroactive approval in recorded minutes must be obtained at the next meeting or action rescinded as necessary and proper.

If any member of a standing committee fails to attend 3 consecutive duly called meetings, said member may be removed from the committee roster and appropriately replaced. This is a discretionary action that may be enforced by committee chairperson with consent of the remaining committee members which shall be recorded in the minutes. Consultation with assigned Deacon and/or Senior pastor is recommended prior to said action.

The intent of this action is not to punish or embarrass any individual but to encourage consistent and active representation and participation as a representative for the larger Cornerstone body of believers.

### **1. NOMINATING COMMITTEE (NC):**

- a. Shall be appointed by the Senior Pastor and Elders and this 2-5 person team will search for members to serve on any of the following Ministry Teams according to their talents & spiritual gifts.
- b. The NC shall recommend to the respective teams, qualified persons who are representative of the diversity of the church body to serve.
- c. The NC shall give consideration to maintain continuity with respect to all standing ministry teams.
- d. Due diligence will be given to fill vacant positions on ministry teams within 30 days.

### **2. STEWARDSHIP MINISTRY TEAM (SMT):**

- a. The SMT shall vote on a Director at the first meeting of the year.
- b. New team members shall be interviewed by the NC and sitting SMT (5-9 members) Odd number required for voting purposes. The majority of SMT functions pertain to financial matters and as per bylaws require Trustee signatures or review. One member of the SMT shall be a representative from trustee team. This is for the purpose of close communication, information flow and ease of coordinating efforts.
- c. Shall maintain a roster of members (and special responsibilities such as Chairperson, Secretary, etc.).
- d. Shall work with research data & PMT to determine fair compensation of all paid staff.
- e. Shall plan and promote church stewardship and administer church finances according to church financial policies.



- f. Shall also perform the following functions:
  - i. Recommend & document policies and procedures of sound fiscal management.
  - ii. The SMT shall prepare and submit to the church for approval, 3 months in advance, a budget for each year. The approved budget shall guide the church's expenditures for the budget year. During the budget year an aggregate re-allocation of the church budget, in whole or in various parts, of 5% or less of the annual budget may be approved by the SMT. Budget re-allocations in excess of 5% of the church budget must be approved in advance by the church body. The budget year is defined as starting on January 1 and ending on December 31.
  - iii. Reviewing and making recommendations on proposals for services and bids submitted to Cornerstone.
  - iv. Reviewing the financial audits for Cornerstone.
  - v. The Stewardship Ministry Team (SMT) and the Church Accountant shall be responsible to provide an adequate system of accounting to handle all funds which are received by the church. A financial audit is to be conducted every three years, as a minimum, with the results reported to the church body.

### 3. PERSONNEL MINISTRY TEAM:

The Senior Pastor and Elders shall advise the PMT on all personnel matters. The majority of PMT functions require final approval by the trustees as per bylaws and as a matter of legal recourse or review for signatures. One member of the PMT shall be a representative from the Trustee team. This is for the purpose of close communication, information flow and ease of coordinating efforts.

- a. Shall be responsible for the personnel policies and practices of Cornerstone Church.
- b. Shall recommend to the church, qualified persons and oversee the hiring of all employed non-pastoral church staff positions. All pastoral positions shall be the responsibility of the PSC.
- c. In coordination with the Senior Pastor and Elders, the PMT shall help to establish job titles and detailed responsibilities of all paid employees, to include associate pastors and oversee the performance evaluations process of Cornerstone.
- d. New team members shall be interviewed by the NC and sitting PMT (5-9 members). Odd number required for voting purposes.

### 4. SAFETY TEAM

Shall be responsible for safety matters concerning Cornerstone's physical campus and the Body to include but not limited to physical safety, medical safety. There shall be 3 to 5 Board Members with a 3-year renewable term and additional team members as required.

### 5. CAMPUS CARE

Shall be responsible for the physical building and grounds. There shall be 3 to 5 Board Members with a 3 year renewable term and additional team members as required.

### 6. SPECIAL AND AD HOC MINISTRY TEAMS:

- a. Special teams are appointed for a specific short or long-range purpose and are disbanded when that purpose is accomplished. Special church teams shall be jointly recommended by any two of the following, Senior Pastor, Lead Deacon, Chairperson of Trustee Board or an Elder, however all 4 must be notified.
- b. GUIDELINES FOR AD HOC COMMITTEE ONLY
  - Said Committee to be consequential to all other efforts having been exhausted.
  - 1. Full complement of members is required (substitutes must be designated in advance)
    - a. Three Trustees (to include Lead Trustee), Three Elders, Lead Deacon, and Senior Pastor as ex-officio member
    - b. Supermajority required for voting purposes (7)
  - 2. Single purpose of committee shall be defined and final objective to be determined at formation of committee. Senior Pastor shall act as chairperson unless he declines or it is objected to by Ad Hoc Members, then an alternate nominee may be called for, nominated and duly confirmed by Ad Hoc Committee to be recorded in the minutes.
  - 3. The committee may be called for by any two of the following: Lead Deacon, Elders, Trustees or Senior Pastor.
  - 4. The committee shall be dissolved once objective is met.

5: Decision is final unless a vote is required by the church body as per by-laws. (ie. by-law modification)

## **ARTICLE XI - AMENDMENTS**

1. These By-laws may be amended by a 75% (super majority) vote of the members present at any regular or special meeting called for the purpose.
2. The proposed amendment (with detailed reason for amendment) shall be presented in writing to church member at least 1 week prior to the meeting at which it is to be considered, discussed, and voted on.
3. Any discussions leading to a changed proposal will require 1 additional week of review by membership (repeat of step number 2 above). A vote then may be taken when no other changes are made.

## **ARTICLE XII - MISCELLANEOUS**

### **1. USE AND DISTRIBUTION OF CHURCH ASSETS:**

- a. No part of the funds of the church, and no part of any contribution, gift, bequest, will, or device received by the church shall incur to the benefit or be distributive to its members, trustees, staff, elders, or other private persons, except that the church shall be authorized within its power to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the purpose set forth in Cornerstone's Constitution and Bylaws and Articles of Incorporation.

### **2. RECEIPTS:**

- a. The church may accept any contribution, gift, bequest or device for the purpose of the church as stated in the Church's Constitution and Articles of Incorporation. Specific records of designated gifts will be kept using generally accepted accounting principles.
- b. To comply with legal requirements, all monetary gifts shall be entered into the "main storehouse account" unless other specific accounts are approved, legally established and designated by trustees. Notations on any gift of monetary proportion in any form donated to Cornerstone, will be considered and noted. However, if it is contrary to laws of the State, requests or notations will be considered recommendations only. The use of Cornerstone numbered envelopes or other approved and normally recognized means for accounting is encouraged. Special accounts approved and duly established by trustees may be donated to directly or through the storehouse if it is legally allowed by the laws of the State as determined by the accountant or audit. Specially designated offerings outside of the general fund budget items, duly authorized by trustees and SMT, shall have 100% of monies directed to said offering fund. (ex. building fund donations shall not have 10% directed to missions).

### **3. DISSOLUTION:**

- a. Upon the dissolution of Cornerstone Church, and after paying or making provisions for the payment of all liabilities, the church shall dispose of all remaining assets to one (1) or more organizations that at the time, qualify as tax exempt under Section 501(c)(3) of the Code.
- b. Under no circumstances shall any assets be distributed to directors, officers or members of Cornerstone Church.

# ATTACHMENT TO BY-LAWS

## CORNERSTONE STATEMENT OF FAITH & MESSAGE

### 1. THE SCRIPTURES

- a. The Holy Bible was written by men divinely inspired and is God's revelation of Himself to man. It is a perfect treasure of divine instruction. It has God for its author, salvation for its end, and truth, without any mixture of error, for its matter. Therefore, all Scripture is totally true and trustworthy. It reveals the principles by which God judges us, and therefore is, and will remain to the end of the world, the true center of Christian union, and the supreme standard by which all human conduct, creeds, and religious opinions should be tried. All Scripture is a testimony to Christ, who is Himself the focus of divine revelation.

*Exodus 24:4; Deuteronomy 4:1-2; 17:19; Joshua 8:34; Psalms 19:7-10; 119:11, 89, 105, 140; Isaiah 34:16; 40:8; Jeremiah 15:16; 36:1-32; Matthew 5:17-18; 22:29; Luke 21:33; 24:44-46; John 5:39; 16:13-15; 17:17; Acts 2:16ff.; 17:11; Romans 15:4; 16:25-26; 2 Timothy 3:15-17; Hebrews 1:1-2; 4:12; 1 Peter 1:25; 2 Peter 1:19-21.*

### 2. GOD

- a. There is one and only one living and true God. He is an intelligent, spiritual, and personal Being, the Creator, Redeemer, Preserver, and Ruler of the universe. God is infinite in holiness and all other perfections. God is all powerful and all knowing; and His perfect knowledge extends to all things, past, present, and future, including the future decisions of His free creatures. To Him we owe the highest love, reverence, and obedience. The eternal triune God reveals Himself to us as Father, Son, and Holy Spirit, with distinct personal attributes, but without division of nature, essence, or being.

#### i. God the Father

God as Father reigns with providential care over His universe, His creatures, and the flow of the stream of human history according to the purposes of His grace. He is all powerful, all knowing, all loving, and all wise. God is Father in truth to those who become children of God through faith in Jesus Christ. He is fatherly in His attitude toward all men.

*Genesis 1:1; 2:7; Exodus 3:14; 6:2-3; 15:11ff.; 20:1ff.; Leviticus 22:2; Deuteronomy 6:4; 32:6; 1 Chronicles 29:10; Psalm 19:1-3; Isaiah 43:3, 15; 64:8; Jeremiah 10:10; 17:13; Matthew 6:9ff.; 7:11; 23:9; 28:19; Mark 1:9-11; John 4:24; 5:26; 14:6-13; 17:1-8; Acts 1:7; Romans 8:14-15; 1 Corinthians 8:6; Galatians 4:6; Ephesians 4:6; Colossians 1:15; 1 Timothy 1:17; Hebrews 11:6; 12:9; 1 Peter 1:17; 1 John 5:7.*

#### ii. God the Son

Christ is the eternal Son of God. In His incarnation as Jesus Christ He was conceived of the Holy Spirit and born of the virgin Mary. Jesus perfectly revealed and did the will of God, taking upon Himself human nature with its demands and necessities and identifying Himself completely with mankind yet without sin. He honored the divine law by His personal obedience, and in His substitutionary death on the cross He made provision for the redemption of men from sin. He was raised from the dead with a glorified body and appeared to His disciples as the person who was with them before His crucifixion. He ascended into heaven and is now exalted at the right hand of God where He is the One Mediator, fully God, fully man, in whose Person is effected the reconciliation between God and man. He will return in power and glory to judge the world and to consummate His redemptive mission. He now dwells in all believers as the living and ever present Lord.

*Genesis 18:1ff.; Psalms 2:7ff.; 110:1ff.; Isaiah 7:14; 53; Matthew 1:18-23; 3:17; 8:29; 11:27; 14:33; 16:16, 27; 17:5; 27; 28:1-6, 19; Mark 1:1; 3:11; Luke 1:35; 4:41; 22:70; 24:46; John 1:1-18, 29; 10:30, 38; 11:25-27; 12:44-50; 14:7-11; 16:15-16, 28; 17:1-5, 21-22; 20:1-20, 28; Acts 1:9; 2:22-24; 7:55-56; 9:4-5, 20; Romans 1:3-4; 3:23-26; 5:6-21; 8:1-3, 34; 10:4; 1 Corinthians 1:30; 2:2; 8:6; 15:1-8, 24-28; 2 Corinthians 5:19-21; 8:9; Galatians 4:4-5; Ephesians 1:20; 3:11; 4:7-10; Philippians 2:5-11; Colossians 1:13-22; 2:9; 1 Thessalonians 4:14-18; 1 Timothy 2:5-6; 3:16; Titus 2:13-14; Hebrews 1:1-3; 4:14-15; 7:14-28; 9:12-15, 24-28; 12:2; 13:8; 1 Peter 2:21-25; 3:22; 1 John 1:7-9; 3:2; 4:14-15; 5:9; 2 John 7-9; Revelation 1:13-16; 5:9-14; 12:10-11; 13:8; 19:16.*

#### iii. God the Holy Spirit

The Holy Spirit is the Spirit of God, fully divine. He inspired holy men of old to write the Scriptures. Through illumination He enables men to understand truth. He exalts Christ. He convicts men of sin, of righteousness, and of judgment. He calls men to the Savior, and effects regeneration. At the moment of regeneration, He baptizes every believer into the Body of Christ. He cultivates Christian character, comforts believers, and bestows the spiritual gifts by which they serve God through His church. He seals the believer unto the day of final redemption. His presence in the Christian is the guarantee that God will

bring the believer into the fullness of the stature of Christ. He enlightens and empowers the believer and the church in worship, evangelism, and service.

*Genesis 1:2; Judges 14:6; Job 26:13; Psalms 51:11; 139:7ff.; Isaiah 61:1-3; Joel 2:28-32; Matthew 1:18; 3:16; 4:1; 12:28-32; 28:19; Mark 1:10,12; Luke 1:35; 4:1,18-19; 11:13; 12:12; 24:49; John 4:24; 14:16-17,26; 15:26; 16:7-14; Acts 1:8; 2:1-4,38; 4:31; 5:3; 6:3; 7:55; 8:17,39; 10:44; 13:2; 15:28; 16:6; 19:1-6; Romans 8:9-11,14-16,26-27; 1 Corinthians 2:10-14; 3:16; 12:3-11,13; Galatians 4:6; Ephesians 1:13-14; 4:30; 5:18; 1 Thessalonians 5:19; 1 Timothy 3:16; 4:1; 2 Timothy 1:14; 3:16; Hebrews 9:8,14; 2 Peter 1:21; 1 John 4:13; 5:6-7; Revelation 1:10; 22:17.*

### 3. MAN

- a. Man is the special creation of God, made in His own image. He created them male and female as the crowning work of His creation. The gift of gender is thus part of the goodness of God's creation. In the beginning man was innocent of sin and was endowed by his Creator with freedom of choice. By his free choice man sinned against God and brought sin into the human race. Through the temptation of Satan man transgressed the command of God, and fell from his original innocence whereby his posterity inherits a nature and an environment inclined toward sin. Therefore, as soon as they are capable of moral action, they become transgressors and are under condemnation. Only the grace of God can bring man into His holy fellowship and enable man to fulfill the creative purpose of God. The sacredness of human personality is evident in that God created man in His own image, and in that Christ died for man; therefore, every person of every race possesses full dignity and is worthy of respect and Christian love.

*Genesis 1:26-30; 2:5,7,18-22; 3:9;6; Psalms 1; 8:3-6; 32:1-5; 51:5; Isaiah 6:5; Jeremiah 17:5; Matthew 16:26; Acts 17:26-31; Romans 1:19-32; 3:10-18,23; 5:6,12,19; 6:6; 7:14-25; 8:14-18,29; 1 Corinthians 1:21-31; 15:19,21-22; Ephesians 2:1-22; Colossians 1:21-22; 3:9-11.*

### 4. SALVATION

- a. Salvation involves the redemption of the whole man, and is offered freely to all who accept Jesus Christ as Lord and Savior, who by His own blood obtained eternal redemption for the believer. In its broadest sense salvation includes regeneration, justification, sanctification, and glorification. There is no salvation apart from personal faith in Jesus Christ as Lord.
- Regeneration, or the new birth, is a work of God's grace whereby believers become new creatures in Christ Jesus. It is a change of heart wrought by the Holy Spirit through conviction of sin, to which the sinner responds in repentance toward God and faith in the Lord Jesus Christ. Repentance and faith are inseparable experiences of grace.
  - Repentance is a genuine turning from sin toward God. Faith is the acceptance of Jesus Christ and commitment of the entire personality to Him as Lord and Savior.
  - Justification is God's gracious and full acquittal upon principles of His righteousness of all sinners who repent and believe in Christ. Justification brings the believer unto a relationship of peace and favor with God.
  - Sanctification is the experience, beginning in regeneration, by which the believer is set apart to God's purposes, and is enabled to progress toward moral and spiritual maturity through the presence and power of the Holy Spirit dwelling in him. Growth in grace should continue throughout the regenerate person's life.
  - Glorification is the culmination of salvation and is the final blessed and abiding state of the redeemed.

*Genesis 3:15; Exodus 3:14-17; 6:2-8; Matthew 1:21; 4:17; 16:21-26; 27:22-28:6; Luke 1:68-69; 2:28-32; John 1:11-14,29; 3:3-21,36; 5:24; 10:9,28-29; 15:1-16; 17:17; Acts 2:21; 4:12; 15:11; 16:30-31; 17:30-31; 20:32; Romans 1:16-18; 2:4; 3:23-25; 4:3ff.; 5:8-10; 6:1-23; 8:1-18,29-39; 10:9-10,13; 13:11-14; 1 Corinthians 1:18,30; 6:19-20; 15:10; 2 Corinthians 5:17-20; Galatians 2:20; 3:13; 5:22-25; 6:15; Ephesians 1:7; 2:8-22; 4:11-16; Philippians 2:12-13; Colossians 1:9-22; 3:1ff.; 1 Thessalonians 5:23-24; 2 Timothy 1:12; Titus 2:11-14; Hebrews 2:1-3; 5:8-9; 9:24-28; 11:1-12:8,14; James 2:14-26; 1 Peter 1:2-23; 1 John 1:6-2:11; Revelation 3:20; 21:1-22:5.*

### 5. GOD'S PURPOSE OF GRACE

- a. Election is the gracious purpose of God, according to which He regenerates, justifies, sanctifies, and glorifies sinners. It is consistent with the free agency of man, and comprehends all the means in connection with the end. It is the glorious display of God's sovereign goodness, and is infinitely wise, holy, and unchangeable. It excludes boasting and promotes humility.
- b. All true believers endure to the end. Those whom God has accepted in Christ, and sanctified by His Spirit, will never fall away from the state of grace, but shall persevere to the end. Believers may fall into sin through neglect and temptation, whereby they grieve the Spirit, impair their graces and comforts, and bring reproach on the cause of Christ and temporal judgments on themselves; yet they shall be kept by the power of God through faith unto salvation.

*Genesis 12:1-3; Exodus 19:5-8; 1 Samuel 8:4-7, 19-22; Isaiah 5:1-7; Jeremiah 31:31ff.; Matthew 16:18-19; 21:28-45; 24:22,31; 25:34; Luke 1:68-79; 2:29-32; 19:41-44; 24:44-48; John 1:12-14; 3:16; 5:24; 6:44-45,65; 10:27-29; 15:16; 17:6, 12, 17-18; Acts 20:32; Romans 5:9-10; 8:28-39; 10:12-15; 11:5-7,26-36; 1 Corinthians 1:1-2; 15:24-28; Ephesians 1:4-23; 2:1-10; 3:1-11; Colossians 1:12-14; 2 Thessalonians 2:13-14; 2 Timothy 1:12; 2:10, 19; Hebrews 11:39-12:2; James 1:12; 1 Peter 1:2-5, 13; 2:4-10; 1 John 1:7-9; 2:19; 3:2.*

## 6. THE CHURCH

a. A New Testament church of the Lord Jesus Christ is an autonomous local congregation of baptized believers, associated by covenant in the faith and fellowship of the gospel; observing the two ordinances of Christ, governed by His laws, exercising the gifts, rights, and privileges invested in them by His Word, and seeking to extend the gospel to the ends of the earth. Each congregation operates under the Lordship of Christ through democratic processes. In such a congregation each member is responsible and accountable to Christ as Lord. Its scriptural officers are pastors, elders, and deacons. While both men and women are gifted for service in the church, the office of pastor is limited to men as qualified by Scripture.

b. The New Testament speaks also of the church as the Body of Christ which includes all of the redeemed of all the ages, believers from every tribe, and tongue, and people, and nation.

*Matthew 16:15-19; 18:15-20; Acts 2:41-42,47; 5:11-14; 6:3-6; 13:1-3; 14:23,27; 15:1-30; 16:5; 20:28; Romans 1:7; 1 Corinthians 1:2; 3:16; 5:4-5; 7:17; 9:13-14; 12; Ephesians 1:22-23; 2:19-22; 3:8-11,21; 5:22-32; Philippians 1:1; Colossians 1:18; 1 Timothy 2:9-14; 3:1-15; 4:14; Hebrews 11:39-40; 1 Peter 5:1-4; Revelation 2-3; 21:2-3.*

## 7. BAPTISM AND THE LORD'S SUPPER

a. Christian baptism is the immersion of a believer in water in the name of the Father, the Son, and the Holy Spirit. It is an act of obedience symbolizing the believer's faith in a crucified, buried, and risen Savior, the believer's death to sin, the burial of the old life, and the resurrection to walk in newness of life in Christ Jesus. It is a testimony to his faith in the final resurrection of the dead. Being a church ordinance, it is prerequisite to church membership. The Lord's Supper is a symbolic act of obedience whereby believers in Jesus Christ as Lord and Savior, through partaking of the bread and the fruit of the vine, memorialize the death of the Redeemer and anticipate His second coming.

*Matthew 3:13-17; 26:26-30; 28:19-20; Mark 1:9-11; 14:22-26; Luke 3:21-22; 22:19-20; John 3:23; Acts 2:41-42; 8:35-39; 16:30-33; 20:7; Romans 6:3-5; 1 Corinthians 10:16,21; 11:23-29; Colossians 2:12.*

## 8. THE LORD'S DAY

a. The first day of the week is the Lord's Day. It is a Christian institution for regular observance. It commemorates the resurrection of Christ from the dead and should include exercises of worship and spiritual devotion, both public and private. Activities on the Lord's Day should be commensurate with the Christian's conscience under the Lordship of Jesus Christ.

*Exodus 20:8-11; Matthew 12:1-12; 28:1ff.; Mark 2:27-28; 16:1-7; Luke 24:1-3,33-36; John 4:21-24; 20:1, 19-28; Acts 20:7; Romans 14:5-10; 1 Corinthians 16:1-2; Colossians 2:16; 3:16; Revelation 1:10.*

## 9. THE KINGDOM

a. The Kingdom of God includes both His general sovereignty over the universe and His particular kingship over men who willfully acknowledge Him as King. Particularly the Kingdom is the realm of salvation into which men enter by trustful, childlike commitment to Jesus Christ. Christians ought to pray and to labor that the Kingdom may come and God's will be done on earth. The full consummation of the Kingdom awaits the return of Jesus Christ and the end of this age.

*Genesis 1:1; Isaiah 9:6-7; Jeremiah 23:5-6; Matthew 3:2; 4:8-10,23; 12:25-28; 13:1-52; 25:31-46; 26:29; Mark 1:14-15; 9:1; Luke 4:43; 8:1; 9:2; 12:31-32; 17:20-21; 23:42; John 3:3; 18:36; Acts 1:6-7; 17:22-31; Romans 5:17; 8:19; 1 Corinthians 15:24-28; Colossians 1:13; Hebrews 11:10, 16; 12:28; 1 Peter 2:4-10; 4:13; Revelation 1:6,9; 5:10; 11:15; 21-22.*

## 10. LAST THINGS

a. God, in His own time and in His own way, will bring the world to its appropriate end. According to His promise, Jesus Christ will return personally and visibly in glory to the earth; the dead will be raised; and Christ will judge all men in righteousness. The unrighteous will be consigned to Hell, the place of everlasting punishment. The righteous in their resurrected and glorified bodies will receive their reward and will dwell forever in Heaven with the Lord.

*Isaiah 2:4; 11:9; Matthew 16:27; 18:8-9; 19:28; 24:27,30,36,44; 25:31-46; 26:64; Mark 8:38; 9:43-48; Luke 12:40,48; 16:19-26; 17:22-37; 21:27-28; John 14:1-3; Acts 1:11; 17:31; Romans 14:10; 1*

*Corinthians 4:5; 15:24-28,35-58; 2 Corinthians 5:10; Philippians 3:20-21; Colossians 1:5; 3:4; 1 Thessalonians 4:14-18; 5:1ff.; 2 Thessalonians 1:7ff.; 2; 1 Timothy 6:14; 2 Timothy 4:1,8; Titus 2:13; Hebrews 9:27-28; James 5:8; 2 Peter 3:7ff.; 1 John 2:28; 3:2; Jude 14; Revelation 1:18; 3:11; 20:1-22:13.*

## 11. EVANGELISM AND MISSIONS

- a. It is the duty and privilege of every follower of Christ and of every church of the Lord Jesus Christ to endeavor to make disciples of all nations. The new birth of man's spirit by God's Holy Spirit means the birth of love for others. Missionary effort on the part of all rests thus upon a spiritual necessity of the regenerate life, and is expressly and repeatedly commanded in the teachings of Christ. The Lord Jesus Christ has commanded the preaching of the gospel to all nations. It is the duty of every child of God to seek constantly to win the lost to Christ by verbal witness under-girded by a Christian lifestyle, and by other methods in harmony with the gospel of Christ.

*Genesis 12:1-3; Exodus 19:5-6; Isaiah 6:1-8; Matthew 9:37-38; 10:5-15; 13:18-30, 37-43; 16:19; 22:9-10; 24:14; 28:18-20; Luke 10:1-18; 24:46-53; John 14:11-12; 15:7-8, 16; 17:15; 20:21; Acts 1:8; 2:8-26-40; 10:42-48; 13:2-3; Romans 10:13-15; Ephesians 3:1-11; 1 Thessalonians 1:8; 2 Timothy 4:5; Hebrews 2:1-3; 11:39-12:2; 1 Peter 2:4-10; Revelation 22:17.*

## 12. EDUCATION

- a. Christianity is the faith of enlightenment and intelligence. In Jesus Christ abide all the treasures of wisdom and knowledge. All sound learning is, therefore, a part of our Christian heritage. The new birth opens all human faculties and creates a thirst for knowledge. Moreover, the cause of education in the Kingdom of Christ is coordinate with the causes of missions and general benevolence, and should receive along with these the liberal support of the churches. An adequate system of Christian education is necessary to a complete spiritual program for Christ's people.
- b. In Christian education there should be a proper balance between academic freedom and academic responsibility. Freedom in any orderly relationship of human life is always limited and never absolute. The freedom of a teacher in a Christian school, college, or seminary is limited by the pre-eminence of Jesus Christ, by the authoritative nature of the Scriptures, and by the distinct purpose for which the school exists.

*Deuteronomy 4:1,5,9,14; 6:1-10; 31:12-13; Nehemiah 8:1-8; Job 28:28; Psalms 19:7ff.; 119:11; Proverbs 3:13ff.; 4:1-10; 8:1-7, 11; 15:14; Ecclesiastes 7:19; Matthew 5:2; 7:24ff.; 28:19-20; Luke 2:40; 1 Corinthians 1:18-31; Ephesians 4:11-16; Philippians 4:8; Colossians 2:3,8-9; 1 Timothy 1:3-7; 2 Timothy 2:15; 3:14-17; Hebrews 5:12-6:3; James 1:5; 3:17.*

## 13. STEWARDSHIP

- a. God is the source of all blessings, temporal and spiritual; all that we have and are we owe to Him. Christians have a spiritual debtorship to the whole world, a holy trusteeship in the gospel, and a binding stewardship in their possessions. They are therefore under obligation to serve Him with their time, talents, and material possessions; and should recognize all these as entrusted to them to use for the glory of God and for helping others. According to the Scriptures, Christians should contribute of their means cheerfully, regularly, systematically, proportionately, and liberally for the advancement of the Redeemer's cause on earth.

*Genesis 14:20; Leviticus 27:30-32; Deuteronomy 8:18; Malachi 3:8-12; Matthew 6:1-4, 19-21; 19:21; 23:23; 25:14-29; Luke 12:16-21,42; 16:1-13; Acts 2:44-47; 5:1-11; 17:24-25; 20:35; Romans 6:6-22; 12:1-2; 1 Corinthians 4:1-2; 6:19-20; 12; 16:1-4; 2 Corinthians 8-9; 12:15; Philippians 4:10-19; 1 Peter 1:18-19.*

## 14. COOPERATION

- a. Christ's people should, as occasion requires, organize such associations and conventions as may best secure cooperation for the great objects of the Kingdom of God. Such organizations have no authority over one another or over the churches. They are voluntary and advisory bodies designed to elicit, combine, and direct the energies of our people in the most effective manner. Members of New Testament churches should cooperate with one another in carrying forward the missionary, educational, and benevolent ministries for the extension of Christ's Kingdom. Christian unity in the New Testament sense is spiritual harmony and voluntary cooperation for common ends by various groups of Christ's people. Cooperation is desirable between the various Christian denominations, when the end to be attained is itself justified, and when such cooperation involves no violation of conscience or compromise of loyalty to Christ and His Word as revealed in the New Testament.

*Exodus 17:12; 18:17ff.; Judges 7:21; Ezra 1:3-4; 2:68-69; 5:14-15; Nehemiah 4; 8:1-5; Matthew 10:5-15; 20:1-16; 22:1-10; 28:19-20; Mark 2:3; Luke 10:1ff.; Acts 1:13-14; 2:1ff.; 4:31-37; 13:2-3; 15:1-35; 1 Corinthians 1:10-17; 3:5-15; 12; 2 Corinthians 8-9; Galatians 1:6-10; Ephesians 4:1-16; Philippians 1:15-18.*

## 15. THE CHRISTIAN AND THE SOCIAL ORDER

- a. All Christians are under obligation to seek to make the will of Christ supreme in our own lives and in human society. Means and methods used for the improvement of society and the establishment of righteousness among men can be truly and permanently helpful only when they are rooted in the regeneration of the individual by the saving grace of God in Jesus Christ. In the spirit of Christ, Christians should oppose racism, every form of greed, selfishness, and vice, and all forms of sexual immorality, including adultery, homosexuality, and pornography. We should work to provide for the orphaned, the needy, the abused, the aged, the helpless, and the sick. We should speak on behalf of the unborn and contend for the sanctity of all human life from conception to natural death. Every Christian should seek to bring industry, government, and society as a whole under the sway of the principles of righteousness, truth, and brotherly love. In order to promote these ends Christians should be ready to work with all men of good will in any good cause, always being careful to act in the spirit of love without compromising their loyalty to Christ and His truth.

*Exodus 20:3-17; Leviticus 6:2-5; Deuteronomy 10:12; 27:17; Psalm 101:5; Micah 6:8; Zechariah 8:16; Matthew 5:13-16, 43-48; 22:36-40; 25:35; Mark 1:29-34; 2:3ff.; 10:21; Luke 4:18-21; 10:27-37; 20:25; John 15:12; 17:15; Romans 12-14; 1 Corinthians 5:9-10; 6:1-7; 7:20-24; 10:23-11:1; Galatians 3:26-28; Ephesians 6:5-9; Colossians 3:12-17; 1 Thessalonians 3:12; Philemon; James 1:27; 2:8.*

## 16. PEACE AND WAR

- a. It is the duty of Christians to seek peace with all men on principles of righteousness. In accordance with the spirit and teachings of Christ they should do all in their power to put an end to war.
- b. The true remedy for the war spirit is the gospel of our Lord. The supreme need of the world is the acceptance of His teachings in all the affairs of men and nations, and the practical application of His law of love. Christian people throughout the world should pray for the reign of the Prince of Peace.

*Isaiah 2:4; Matthew 5:9, 38-48; 6:33; 26:52; Luke 22:36, 38; Romans 12:18-19; 13:1-7; 14:19; Hebrews 12:14; James 4:1-2.*

## 17. RELIGIOUS LIBERTY

- a. God alone is Lord of the conscience, and He has left it free from the doctrines and commandments of men which are contrary to His Word or not contained in it. Church and state should be separate. The state owes to every church protection and full freedom in the pursuit of its spiritual ends. In providing for such freedom no ecclesiastical group or denomination should be favored by the state more than others. Civil government being ordained of God, it is the duty of Christians to render loyal obedience thereto in all things not contrary to the revealed will of God. The church should not resort to the civil power to carry on its work. The gospel of Christ contemplates spiritual means alone for the pursuit of its ends. The state has no right to impose penalties for religious opinions of any kind. The state has no right to impose taxes for the support of any form of religion. A free church in a free state is the Christian ideal, and this implies the right of free and unhindered access to God on the part of all men, and the right to form and propagate opinions in the sphere of religion without interference by the civil power.

*Genesis 1:27; 2:7; Matthew 6:6-7, 24; 16:26; 22:21; John 8:36; Acts 4:19-20; Romans 6:1-2; 13:1-7; Galatians 5:1, 13; Philippians 3:20; 1 Timothy 2:1-2; James 4:12; 1 Peter 2:12-17; 3:11-17; 4:12-19.*

## 18. THE FAMILY

- a. God has ordained the family as the foundational institution of human society. It is composed of persons related to one another by marriage, blood, or adoption.
- b. Marriage is the uniting of one man and one woman in covenant commitment for a lifetime. It is God's unique gift to reveal the union between Christ and His church and to provide for the man and the woman in marriage the framework for intimate companionship, the channel of sexual expression according to biblical standards, and the means for procreation of the human race. We believe that the wedding ceremony, conducted as a vow before God, is an act of worship, and consider the wedding ceremony itself a worship service.
- c. The husband and wife are of equal worth before God, since both are created in God's image. The marriage relationship models the way God relates to His people. A husband is to love his wife as Christ loved the church. He has the God-given responsibility to provide for, to protect, and to lead his family. A wife is to submit herself graciously to the servant leadership of her husband even as the church willingly submits to the headship of Christ. She, being in the image of God as is her husband and thus equal to him, has the God-given responsibility to respect her husband and to serve as his helper in managing the household and nurturing the next generation.
- d. Children, from the moment of conception, are a blessing and heritage from the Lord. Parents are to demonstrate to their children God's pattern for marriage. Parents are to teach their children spiritual and moral

values and to lead them, through consistent lifestyle example and loving discipline, to make choices based on biblical truth. Children are to honor and obey their parents.

*Genesis 1:26-28; 2:15-25; 3:1-20; Exodus 20:12; Deuteronomy 6:4-9; Joshua 24:15; 1 Samuel 1:26-28; Psalms 51:5; 78:1-8; 127; 128; 139:13-16; Proverbs 1:8; 5:15-20; 6:20-22; 12:4; 13:24; 14:1; 17:6; 18:22; 22:6, 15; 23:13-14; 24:3; 29:15, 17; 31:10-31; Ecclesiastes 4:9-12; 9:9; Malachi 2:14-16; Matthew 5:31-32; 18:2-5; 19:3-9; Mark 10:6-12; Romans 1:18-32; 1 Corinthians 7:1-16; Ephesians 5:21-33; 6:1-4; Colossians 3:18-21; 1 Timothy 5:8, 14; 2 Timothy 1:3-5; Titus 2:3-5; Hebrews 13:4; 1 Peter 3:1-7.*



CERTIFICATE OF OFFICERS

WE, THE UNDERSIGNED, CERTIFY THAT WE ARE THE ACTING OFFICERS OF CORNERSTONE CHURCH OF CLARION, AND THE ABOVE NOW MODIFIED BYLAWS CONSISTING OF FOURTEEN (14) PAGES, ARE THE BYLAWS OF THIS CHURCH AS ADOPTED ON AUGUST 5, 2012, AND EXECUTED IN CLARION COUNTY, PENNSYLVANIA ON THE 5<sup>TH</sup> DAY OF AUGUST, 2012.

Bryce B. Gage Date 12/20/21 [Signature] Date 12/20/21  
*President / Director / Trustee* , *Trustee*

Rodney A. Dahl Date 2-9-22 [Signature] Date 12/16/2021  
*Trustee* *Vice President / Trustee*

\_\_\_\_\_  
Date  
*Secretary / Trustee*

## DOCUMENT MODIFICATION CONTROL SHEET

RELEASE	DATE	AUTHOR	DESCRIPTION OF MODIFICATION
Initial	August 5, 2012	Dan Wikander	Develop, review, update & church wide approval of initial release
One	March 24, 2013	Dan Wikander	Article V, Section 3, Item k
Two	April 28, 2013	Dan Wikander	Article V, Section 1 & 2 Article IX, Section 1b
Three	December 8, 2013	Dan Wikander	Article II, Section 2a Article VII, Section 2bv
Four	October 26, 2014	Dan Wikander	Article V, Section 1
Five	August 9, 2015	Dan Wikander	Article III, Section 2, vii / ATTACHMENT, Sec 18b
Six	December 27, 2015	Dan Wikander	Article IV. Sections 2&3 / Article IX, Section 2a
Seven	April 26, 2017	Barry George	Article I 4a., Article IV 1a, e. 4a, b, c, d, Article V Preamble, 1, Article VI 3 ii, Article VII 1, Article IX Preamble, a, b, c, d, e, 1a, b, c, 2b, 3 Preamble, b, d, 4 and 5, 6a,b,1,2,3,4,5
Eight	December 13, 2017	Barry George	Article 1 4a
Nine	July 25, 2021	Interim Pastor Terry Kendrick	Elder Proposal: Article I 4a; Article IV 1a, 1b, 1c, 1d, 1e; Article V 1, 2i; Article VI 1a 2a; Article VII 1, 1aiii, 2; Article VIII 3, 5, Article IX first paragraph, 1a, 1d, 3, 3c, 6a, 6b, 6b1a, 6b1b, 6b3; Article XI 1a; Attachment to Bi-Laws 6a
Ten	Dec 12, 2021	Barry George	Article III 1a; Article IV first paragraph, c, d, e; Article X 3b  *All Elder information that was voted on and approved on 7/25/21 was physically typed into this by-law change. Elder information is now Article V and all others have been adjusted.