

Clear Water Church

ARTICLES OF INCORPORATION & BYLAWS

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ARTICLES OF INCORPORATION

PREAMBLE

We, the members of Clear Water Church, having recognized the leading of the Holy Spirit in bringing us together as a Christian Fellowship, do hereby unite and form Clear Water Church, and do ordain and establish the following Articles of Incorporation (Articles) to which we voluntarily submit ourselves:

ARTICLE I – NAME

The name of this organization is Clear Water Church.

ARTICLE II – PURPOSE

The purpose of this corporate body and its individuals shall be:

- To love God with all our heart, soul, mind and strength and to love our neighbors as ourselves.
- To go into all the world and make disciples; teaching them to obey all that Christ commanded.

ARTICLE III - STATEMENT OF FAITH

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1. The Tri-une God

We believe in one God, eternally existing in three equally divine Persons: the Father, the Son, and the Holy Spirit, who know, love, and glorify one another. This one true and living God is infinitely perfect both in his love and in his holiness. He is the Creator of all things, visible and invisible, and is therefore worthy to receive all glory and adoration. Immortal and eternal, he perfectly and exhaustively knows the end from the beginning, sustains and sovereignly rules over all things, and providentially brings about his eternal good purposes to redeem a people for himself and restore his fallen creation, to the praise of his glorious grace.

2. Revelation

God has graciously disclosed his existence and power in the created order, and has supremely revealed himself to fallen human beings in the person of his Son, the incarnate Word. Moreover, this God is a speaking God who by his Spirit has graciously disclosed himself in human words: we believe that God has inspired the words preserved in the Scriptures, the sixty-six books of the Old and New Testaments, which are both record and means of his saving work in the world. These writings alone constitute the verbally inspired Word of God, which is utterly authoritative and without error in the original writings, complete in its revelation of his will for salvation, sufficient for all that God requires us to believe and do, and final in its

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authority over every domain of knowledge to which it speaks. We confess that both our finitude and our sinfulness preclude the possibility of knowing God's truth exhaustively, but we affirm that, enlightened by the Spirit of God, we can know God's revealed truth truly. The Bible is to be believed, as God's instruction, in all that it teaches; obeyed, as God's command, in all that it requires; and trusted, as God's pledge, in all that it promises. As God's people hear, believe, and do the Word, they are equipped as disciples of Christ and witnesses to the gospel.

3. Creation of Humanity

We believe that God created human beings, male and female, in his own image. Adam and Eve belonged to the created order that God himself declared to be very good, serving as God's agents to care for, manage, and govern creation, living in holy and devoted fellowship with their Maker. Men and women, equally made in the image of God, enjoy equal access to God by faith in Christ Jesus and are both called to move beyond passive self-indulgence to significant private and public engagement in family, church, and civic life. Adam and Eve were made to complement each other in a one-flesh union that establishes the only normative pattern of sexual relations for men and women, such that marriage ultimately serves as a type of the union between Christ and his church. In God's wise purposes, men and women are not simply interchangeable, but rather they complement each other in mutually enriching ways. God ordains that they assume distinctive roles which reflect the loving relationship between Christ and the church, the husband exercising headship in a way that displays the caring, sacrificial love of Christ, and the wife submitting to her husband in a way that models the love of the church for her Lord. In the ministry of the church, both men and women are encouraged to serve Christ and to be developed to their full potential in the manifold ministries of the people of God. The distinctive leadership role within the church given to qualified men is grounded in creation, fall, and redemption and must not be sidelined by appeals to cultural developments.

4. The Fall

We believe that Adam, made in the image of God, distorted that image and forfeited his original blessedness—for himself and all his progeny—by falling into sin through Satan's temptation. As a result, all human beings are alienated from God, corrupted in every aspect of their being (e.g., physically, mentally, volitionally, emotionally, spiritually) and condemned finally and irrevocably to death—apart from God's own gracious intervention. The supreme need of all human beings is to be reconciled to the God under whose just and holy wrath we stand; the only hope of all human beings is the undeserved love of this same God, who alone can rescue us and restore us to himself.

5. The Plan of God

We believe that from all eternity God determined in grace to save a great multitude of guilty sinners from every tribe and language and people and nation, and to this end foreknew them and chose them. We believe that God justifies and sanctifies those who by grace have faith in Jesus, and that he will one day glorify them—all to the praise of his glorious grace. In love God

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commands and implores all people to repent and believe, having set his saving love on those he has chosen and having ordained Christ to be their Redeemer.

6. The Gospel

We believe that the gospel is the good news of Jesus Christ—God’s very wisdom. Utter folly to the world, even though it is the power of God to those who are being saved, this good news is Christological, centering on the cross and resurrection: the gospel is not proclaimed if Christ is not proclaimed, and the authentic Christ has not been proclaimed if his death and resurrection are not central (the message is “Christ died for our sins . . . [and] was raised”). This good news is biblical (his death and resurrection are according to the Scriptures), theological and salvific (Christ died for our sins, to reconcile us to God), historical (if the saving events did not happen, our faith is worthless, we are still in our sins, and we are to be pitied more than all others), apostolic (the message was entrusted to and transmitted by the apostles, who were witnesses of these saving events), and intensely personal (where it is received, believed, and held firmly, individual persons are saved).

7. The Redemption of Christ

We believe that, moved by love and in obedience to his Father, the eternal Son became human: the Word became flesh, fully God and fully human being, one Person in two natures. The man Jesus, the promised Messiah of Israel, was conceived through the miraculous agency of the Holy Spirit, and was born of the virgin Mary. He perfectly obeyed his heavenly Father, lived a sinless life, performed miraculous signs, was crucified under Pontius Pilate, arose bodily from the dead on the third day, and ascended into heaven. As the mediatorial King, he is seated at the right hand of God the Father, exercising in heaven and on earth all of God’s sovereignty, and is our High Priest and righteous Advocate. We believe that by his incarnation, life, death, resurrection, and ascension, Jesus Christ acted as our representative and substitute. He did this so that in him we might become the righteousness of God: on the cross he canceled sin, propitiated God, and, by bearing the full penalty of our sins, reconciled to God all those who believe. By his resurrection Christ Jesus was vindicated by his Father, broke the power of death and defeated Satan who once had power over it, and brought everlasting life to all his people; by his ascension he has been forever exalted as Lord and has prepared a place for us to be with him. We believe that salvation is found in no one else, for there is no other name given under heaven by which we must be saved. Because God chose the lowly things of this world, the despised things, the things that are not, to nullify the things that are, no human being can ever boast before him—Christ Jesus has become for us wisdom from God—that is, our righteousness, holiness, and redemption.

8. The Justification of Sinners

We believe that Christ, by his obedience and death, fully discharged the debt of all those who are justified. By his sacrifice, he bore in our stead the punishment due us for our sins, making a proper, real, and full satisfaction to God’s justice on our behalf. By his perfect obedience he

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satisfied the just demands of God on our behalf, since by faith alone that perfect obedience is credited to all who trust in Christ alone for their acceptance with God. Inasmuch as Christ was given by the Father for us, and his obedience and punishment were accepted in place of our own, freely and not for anything in us, this justification is solely of free grace, in order that both the exact justice and the rich grace of God might be glorified in the justification of sinners. We believe that a zeal for personal and public obedience flows from this free justification.

9. The Power of the Holy Spirit

We believe that this salvation, attested in all Scripture and secured by Jesus Christ, is applied to his people by the Holy Spirit. Sent by the Father and the Son, the Holy Spirit glorifies the Lord Jesus Christ, and, as the “other” Paraclete, is present with and in believers. He convicts the world of sin, righteousness, and judgment, and by his powerful and mysterious work regenerates spiritually dead sinners, awakening them to repentance and faith, and in him they are baptized into union with the Lord Jesus, such that they are justified before God by grace alone through faith alone in Jesus Christ alone. By the Spirit’s agency, believers are renewed, sanctified, and adopted into God’s family; they participate in the divine nature and receive his sovereignly distributed gifts. The Holy Spirit is himself the down payment of the promised inheritance, and in this age indwells, guides, instructs, equips, revives, and empowers believers for Christ-like living and service.

10. The Kingdom of God

We believe that those who have been saved by the grace of God through union with Christ by faith and through regeneration by the Holy Spirit enter the kingdom of God and delight in the blessings of the new covenant: the forgiveness of sins, the inward transformation that awakens a desire to glorify, trust, and obey God, and the prospect of the glory yet to be revealed. Good works constitute indispensable evidence of saving grace. Living as salt in a world that is decaying and light in a world that is dark, believers should neither withdraw into seclusion from the world, nor become indistinguishable from it: rather, we are to do good to the city, for all the glory and honor of the nations is to be offered up to the living God. Recognizing whose created order this is, and because we are citizens of God’s kingdom, we are to love our neighbors as ourselves, doing good to all, especially to those who belong to the household of God. The kingdom of God, already present but not fully realized, is the exercise of God’s sovereignty in the world toward the eventual redemption of all creation. The kingdom of God is an invasive power that plunders Satan’s dark kingdom and regenerates and renovates through repentance and faith the lives of individuals rescued from that kingdom. It therefore inevitably establishes a new community of human life together under God.

11. God’s New People

We believe that God’s new covenant people have already come to the heavenly Jerusalem; they are already seated with Christ in the heavenlies. This universal church is manifest in local churches of which Christ is the only Head; thus each “local church” is, in fact, the church, the

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household of God, the assembly of the living God, and the pillar and foundation of the truth. The church is the body of Christ, the apple of his eye, graven on his hands, and he has pledged himself to her forever. The church is distinguished by her gospel message, her sacred ordinances, her discipline, her great mission, and, above all, by her love for God, and by her members' love for one another and for the world. Crucially, this gospel we cherish has both personal and corporate dimensions, neither of which may properly be overlooked. Christ Jesus is our peace: he has not only brought about peace with God, but also peace between alienated peoples. His purpose was to create in himself one new humanity, thus making peace, and in one body to reconcile both Jew and Gentile to God through the cross, by which he put to death their hostility. The church serves as a sign of God's future new world when its members live for the service of one another and their neighbors, rather than for self-focus. The church is the corporate dwelling place of God's Spirit, and the continuing witness to God in the world.

12. Baptism and the Lord's Supper

We believe that baptism and the Lord's Supper are ordained by the Lord Jesus himself. The former is connected with entrance into the new covenant community, the latter with ongoing covenant renewal. Together they are simultaneously God's pledge to us, divinely ordained means of grace, our public vows of submission to the once crucified and now resurrected Christ, and anticipations of his return and of the consummation of all things.

13. The Restoration of All Things

We believe in the personal, glorious, and bodily return of our Lord Jesus Christ with his holy angels, when he will exercise his role as final Judge, and his kingdom will be consummated. We believe in the bodily resurrection of both the just and the unjust—the unjust to judgment and eternal conscious punishment in hell, as our Lord himself taught, and the just to eternal blessedness in the presence of him who sits on the throne and of the Lamb, in the new heaven and the new earth, the home of righteousness. On that day the church will be presented faultless before God by the obedience, suffering and triumph of Christ, all sin purged and its wretched effects forever banished. God will be all in all and his people will be enthralled by the immediacy of his ineffable holiness, and everything will be to the praise of his glorious grace.

ARTICLE IV – MEMBERSHIP

Members shall be persons at least 17 years old who have accepted Jesus Christ as Savior and Lord, have been baptized, desire to live in obedience to God's Word and in dependence on God's grace, will abide by these Articles and By-Laws, and who purpose to actively invest and participate in the ministry of Clear Water Church.

ARTICLE V – AUTHORITY

The voting membership (the Congregation) at congregational meetings shall be the governing body of this church.

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ARTICLE VI – PROPERTY

This Church shall have the power to receive, either by gift or purchase, and to hold such real, personal, or mixed property as is authorized by the laws of the State of Alaska and as is deemed necessary for the business of Clear Water Church, and shall have the power to dispose of such property by mortgage, deed, or otherwise. All such property shall be held in the name of the local Church.

In the case of a division of Clear Water Church, its property shall continue to belong to those who abide by its Articles and By-Laws.

In case of dissolution of the Clear Water Church organization, the property shall be assigned to ChangePoint Church of Anchorage, Alaska to enable that church to renew the work or to use the values thereof for furthering the Gospel enterprise. Clear Water Church shall be considered dissolved if so decided by the Congregation or when the membership has not held a congregational meeting for two years.

ARTICLE VII - AMENDMENTS TO THE ARTICLES OF INCORPORATION

These Articles may be amended by the following process:

1. A proposed amendment must have three or more church member sponsors to be considered. The sponsors must submit the proposal in writing to the Chairman who will present the proposed amendment to the Church Board. If the Church Board votes in favor of the proposed amendment by at least a two-thirds (2/3) majority vote, then the proposed amendment will be presented by the Chairman at the next congregational meeting.
2. The proposed amendment shall then be announced in the weekly public church communications at least once each calendar month for at least the three calendar months preceding the discussion and vote on the amendment which will take place at the first congregational meeting after the required announcements.
3. The amendment will be presented as a motion, discussed and then voted on by secret ballot. A two-thirds (2/3) majority vote of the membership voting is necessary for the passage of the proposed amendment. No proxy or absentee ballots will be allowed.

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BY-LAWS

INTRODUCTION TO THE BY-LAWS

Based on the Articles of Incorporation, the members of Clear Water Church agree to voluntarily submit ourselves to the following operational By-Laws:

I – GOVERNMENT

1. Authority: The Congregation, the voting membership (see II) at congregational meetings, shall be the governing body of this church. Congregational meetings are all formal meetings of the voting membership that are so called and conducted 1) According to the requirements found in these By- Laws and 2) For the purpose of making congregational decisions required by these By-Laws.

Per these By-Laws, the congregation is the deciding authority for:

- Affirming the individual members of the Church Board
- Changing the Articles of Incorporation and By-Laws
- All other decisions explicitly defined in these By-Laws

The Congregation delegates all other decisions to the Church Board and its designates on the staff, in ministry teams and committees as appropriate.

2. Oversight: The Church Board (see III) shall dedicate itself to the spiritual oversight of the church. It shall be committed to the prayerful following of God's will for this body of believers according to the biblical purposes of the church.

The Church Board shall be responsible for all funds, buildings, properties and other material and physical aspects of the Church. Through direct oversight of the Lead Pastor, it shall oversee the staff, all organizations, programs and committees of the church. It shall have authority, directly or through its designates, to approve all expenditures on behalf of the Church.

The Church Board shall appoint/approve committees to supervise the effective operation of the ministries of the church as mandated in the By-Laws (see VI) and as otherwise needed.

II – MEMBERSHIP

Members shall be persons at least 17 years old who have accepted Jesus Christ as Savior and Lord, have been baptized, desire to live in obedience to God's Word and in dependence on God's grace, and will abide by these Articles and By-Laws, and who purpose to actively participate in the ministry of the church.

The procedures governing membership in this church:

1. Admission: Each person applying to become a member of Clear Water Church shall:

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- a. Be baptized (Clear Water Church does not perform infant baptisms, but we will accept someone's infant baptism as meeting this requirement provided they have publicly confirmed their baptism as an adult.)
- b. Attend a New Members Class (or its equivalent).
- c. Affirm the Confession of Faith (All elders and pastoral staff must embrace Clear Water Church's Statement of Faith, but members are required only to affirm the shorter Confession of Faith.)

The Confession of Faith is as follows: (written by Park Street Church, Boston, MA 02108).

- I believe in God, the Father Almighty, Maker of heaven and earth; and in Jesus Christ, His only Son, our Lord; and in the Holy Spirit; and that these three are one God.
- I reverently receive the Scriptures of the Old and New Testaments, and believe them to be the inspired Word of God, the only infallible rule of faith and practice.
- I believe in the Lord Jesus Christ, who, in the beginning "was with God," and "was God," and who "himself bore our sins in his body on the tree, so that we might die to sins and live for righteousness." 1 Peter 2:24 NIV
- I believe the Holy Spirit has led me to repent of all my sins, and to turn from them, and to obey Christ where He says, "If anyone would come after me, he must deny himself and take up his cross and follow me." Mark 8:34 NIV
- I believe in the resurrection of the dead, and in the final judgment of all people. "Whoever believes in the Son has eternal life, but whoever rejects the Son will not see life, for God's wrath remains on him." John 3:36 NIV
- I believe that we are saved "by grace through faith" in the Lord Jesus Christ, and that good works are the certain fruit of such faith. I therefore offer myself for Christian service as a means of expressing my gratitude to Him and to extend His cause.

- d. Sign the Membership Covenant

I am willingly covenanting:

- to submit to the Bible as the final arbiter on all issues (Psalm 119; 2 Timothy 3:14-17; 2 Peter 1:19-21).
- to pursue a personal relationship with Jesus Christ through spiritual disciplines like Bible reading, prayer, and Christian fellowship – which includes regularly attending church services (Luke 18:1; Acts 17:11; 1 Corinthians 9:24-27; Ephesians 5:1-21; 1 Thessalonians 5:12-22; Hebrews 10:25).
- to remember the person and work of Christ through communion (Luke 22:14-23; 1 Corinthians 13:23-26).
- to cheerfully and regularly support Clear Water Church with my time, talents, and treasures (Matthew 25:14-30; Luke 6:38; Romans 12:5-8; 1 Corinthians 12:4-7).
- to diligently strive for unity and peace within the Church (John 13:35; 1 Corinthians 8:1-13; Ephesians 4:1-3; Philippians 2:1-3). If married, to walk through the steps of marriage reconciliation recommended by the Church Board before pursuing divorce from my

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- spouse (Matthew 19:1-12; Mark 10:1-12; Luke 17:18; 1 Corinthians 7:10-11; 1 Corinthians 6).
- 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 1:13-17, 4:1-3). I will strive to put to death sinful attitudes and actions while stirring and practicing love and good deeds.
 - to do the following when I sin:
 - confess my sin to God - and also to fellow believers when appropriate (1 John 1:8-9; James 5:16).
 - repent and seek help putting the sin to death (Colossians 3:5; James 5:17; 1 John 1:6-10).
 - to submit to God's discipline by:
 - following the Bible's process for confronting sin in a fellow believer, for the purpose of stimulating 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).
 - submitting to the Elders and other appointed leaders of the Church (Hebrews 13:17; 1 Thessalonians 5:12-13; 1 Peter 5:5).
 - to notify Clear Water Church should I wish to leave and seek another church where I can carry out my biblical responsibilities as a believer.
2. The Church Board shall approve by a two-thirds (2/3) majority vote all applications for membership.
 3. Removal from Membership: Membership will be terminated if any of the following applies to a member, subject to the judgment of the Church Board:
 - a. The member submits a letter of resignation to the Church Board.
 - b. The member does not submit to terms of discipline brought forth by the Church Board.
 - c. The member moves his or her permanent residence out of the local area, to the effect that it is no longer practical to regularly participate in the worship and ministries of the church.
 - d. The member is absent from the life of the church for more than six months without expectation to return and for whom there are not mitigating circumstances (such as poor health, military assignment, college, etc.) that would excuse them from this requirement.
 4. Inactive Membership: Members who plan to be absent from Clear Water Church for a period due to circumstances such as schooling, active duty service or temporary work assignment may make their membership temporarily inactive by informing the Board Secretary. These inactive memberships will not count when determining a quorum for

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meetings. Upon returning to Clear Water Church the membership can be reinstated to normal membership status by requesting the Board Secretary to do so.

5. Discipline: If any member shall conduct himself or herself in a manner which, in the studied opinion of the Church Board, is not in harmony with Scriptural principles, or who is teaching or otherwise promoting beliefs contrary to the Statement of Faith, Articles or By-Laws of Clear Water Church, and for which he or she does not show evidence of repentance, that member shall be interviewed and counseled by members of the Church Board after the manner clearly indicated in the Word of God (Matt 18:15-17; Gal. 6:1). The restoration of the erring member shall be the single purpose, and love the sole motivating force in these interviews. If, however, the member should choose to continue in his or her unrepentant condition, membership will be terminated. Final judgment of such matters must be made by a two-thirds (2/3) majority of the Church Board, with appropriate information communicated to the Congregation.

III – CHURCH BOARD

1. Authority and duties: The Church Board shall supervise the affairs of the church. It shall be responsible for the leadership of the spiritual life of the church and the effective pursuit of its purposes.
2. Meetings: The Board shall meet regularly for prayer and to conduct its official business. A quorum shall consist of a majority of its members. Church Board meetings may be called by the Lead Pastor, the Chairman, or any other three Church Board members.
3. Members: The members of the Church Board shall be the church Elders, the Lead Pastor, and, of the other pastoral staff, only those approved by the Church Board and affirmed by a two-thirds (2/3) majority vote of the Congregation at any congregational meeting. The Elders are to be lay leaders called by the Congregation (see Nominating Committee, VI).
 - a. Elders: Subject to the availability of qualified and willing candidates, six or more Elders shall be recognized by the Congregation and called to service on the Church Board. The Church Board will decide by a two-thirds (2/3) majority vote if more than six Elders are needed.
 - b. Officers: The Church Board shall, with a prayerful focus on the unique giftedness of its members, elect Elders to fill each of the following positions as necessary: Chairman, Treasurer and Secretary. These officers, as well as the Lead Pastor, shall be authorized to serve as trustees for the corporation in the signing of all legal documents pertaining to finances and properties.

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- c. **Qualifications of Elders:** The following qualifications take precedence over the need to fill the Church Board to the minimum size: The Elders shall be lay members of the church in good standing and whose character conforms to that described for overseers and deacons in I Timothy 3:1-13, 1 Peter 5:2-3, and Titus 1:6-9. They shall be men at least thirty years old and who, through study of the scriptures, are able to affirm their personal belief in all points of the Statement of Faith of this church, and who consistently display Christian character in their daily lives. They shall also be in general agreement with the vision, values and direction of the church.
- d. **Term of Office:** Elders and pastoral staff elected to the Board shall be elected for three-year terms which begin at the normal time of election, or for the balance of such terms when filling a vacancy on the Church Board. An Elder and pastoral staff can be re-elected for additional terms for which he is nominated.
- e. **Election:** The election of Elders for full terms shall be at the annual congregational meeting by a two-thirds (2/3) majority of the voting membership. Voting shall be by secret ballot and shall not include proxy and absentee ballots. The beginning of full terms shall be evenly divided between years to ensure term overlap for the benefit of continuity.
- f. **Interim:** When leaving the Church Board for any reason, a member is not eligible to be reelected to the Church Board for a period of one year.
- g. **Vacancies:** An Elder vacancy that reduces the Church Board below the minimum number (defined above) shall be filled by election at any congregational meeting to complete the unexpired term of the office being filled. Nomination for such positions must follow the same procedure as for that of normal terms.
- h. **Duties:** All Church Board members are called to exemplary service, prayerfully seeking God's direction for the unique ministry of this local church. The members are to be actively involved in growing as disciples of our Lord, and committed to the strengthening of the fellowship of believers in our midst.

Additionally:

Chairman: The Chairman shall preside at all congregational meetings and Church Board meetings, shall champion the purposes and policies of the church and shall see that committees are appointed as needed.

Treasurer: The Treasurer shall supervise the Finance Committee (see VI) in receiving and distributing all funds on authority granted by the Church Board. He

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shall give regular reports to the Church Board and shall ensure that effective procedures are in place for the biblical stewardship of the finances of the church.

Secretary: The Secretary shall maintain an accurate membership list consistent with the membership expectations defined in these By-Laws and shall take minutes of Church Board meetings and congregational meetings. He or his designate shall administer the secret ballots at congregational meetings.

Elders: Including the aforementioned officers, the Elders are to act as overseers of the affairs of the church, faithfully dispatching their unique gifts and abilities toward the fulfillment of the purposes of the church.

- i. **Discipline:** If any member of the Church Board shall conduct himself in a manner which, in the studied and three-quarters (3/4) majority vote of the other members of the Church Board, is not in harmony with Scriptural principles, or who is teaching or otherwise promoting beliefs contrary to the Statement of Faith, Articles or By-Laws of Clear Water Church, and for which he does not show evidence of repentance, that member shall be dismissed from the Church Board and treated according to the general guidelines for discipline of a church member, as outlined above.
 - j. **Training:** The Lead Pastor shall be responsible for ongoing training for active members of the Church Board and prospective Church Board candidates as needed.
4. **Nominations:** Nominations to the Church Board shall be made by the Nominating Committee (see VII). With prayerful consideration of the qualifications for Elders, the nominating committee shall select one candidate for each vacant or expiring position on the Church Board. The committee shall, at its discretion, leave vacancies open if a qualified and willing candidate is not available for each position. This committee shall present a list of candidates, approved by a two-thirds (2/3) majority of the committee, to the Church Board for approval* by a two-thirds (2/3) majority, and then to the membership at least two weeks prior to an election. This list of candidates presented to the membership shall contain only the names of persons consenting to be candidates, approved by the Church Board, and who submit a written statement attesting to their personal qualifications for, and commitment to, the office. Members of the nominating committee shall be eligible for nomination to the Church Board. If a member of the Nominating Committee becomes a candidate for nomination to the Church Board, they will recuse themselves from the Nominating Committee. At that time, the alternate Nominating Committee member will be asked to join the committee.

*Override of Church Board Approval: In the unlikely event that, for any reason, the Nominating Committee wishes to override Church Board approval, Church Board approval may be bypassed by a unanimous decision of the five non-Church Board members of the committee.

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IV – LEAD PASTOR

1. Character: The Lead Pastor must be of irreproachable character, having a “good report” and qualifying according to the biblical guidelines for overseers (I Tim. 3:1-13; I Peter 5:2-3).
2. Duty and Responsibility: The Lead Pastor shall preach and teach the Word of God, lead the public services of the church, watch over the spiritual welfare of the church, and lead the members in a practical Christian life. He shall automatically be a member of the Church Board and all committees and shall, through direct oversight of the staff, be responsible for the administrative oversight of the church.
3. Vacancy: The Church Board shall be responsible for fulfilling and/or delegating the functions of a vacancy.
4. Calling a Lead Pastor: The Church Board is responsible for calling a Lead Pastor, and doing so requires a three-quarters (3/4) majority vote of the Church Board.
5. Term: A Lead Pastor called to the ministry of this church shall serve for an indefinite term unless a pastoral call is issued for a specific term at the time of the call. A one-month notice shall be given by the pastor or by the church for the termination of his ministry.
6. Membership in the Church: The Lead Pastor shall automatically be considered a member during his ministry and thus subject to the same expectations as other members. In calling a married pastor, it is expected that his wife apply for membership, according to these By-Laws, during the final stages of the calling process, with the expectation that his wife is qualified for, and will maintain, active membership in this church.
7. Discipline: The Lead Pastor shall be subject to discipline on the same basis as other church Board members. The Church Board shall determine the fitness of the Lead Pastor to remain active in his post for the duration of any such disciplinary process.
8. Termination by the Church: The Church Board is responsible for dismissing a Lead Pastor, and doing so requires a three-quarters (3/4) majority vote of the Church Board.

V – PROFESSIONAL STAFF

The Church Board, through budget approval, authorizes the creation and maintenance of professional staff positions for the execution of the mission of the church. These professional staff positions are to report to the Lead Pastor, serving him in leading specific aspects of the ministry according to his directives.

1. Character: Each member of the professional staff (consisting of positions such as pastors, directors, administrators, etc.) must be of irreproachable character, having a “good report”

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and qualifying according to the biblical intent for deacons. Pastoral staff must, in addition, qualify according to the biblical intent for elders.

2. **Duty and Responsibility:** The professional staff will assist the Lead Pastor in leading the congregation on the mission of the church, equipping and exhorting the believers to use their time, talent and treasure for God's glory and their greatest fulfillment of God's calling in their life.
3. **Calling Professional Staff:** The Lead Pastor is authorized to call non-pastoral professional staff. Pastoral staff will be recommended to the Church Board by the Lead Pastor. A majority vote of the Church Board is required for the approval of pastoral staff.
4. **Term:** Professional staff called to the ministry of this church shall serve for an indefinite term unless otherwise agreed upon at the time of employment. A two-week notice shall be given by the church for the termination of the employment, unless the termination is due to inappropriate behavior, in which case the termination may be made immediately effective.
5. **Membership in the Church:** Members of the professional staff shall automatically be considered members of the church during their ministry and thus subject to the same expectations as other members. For married professional staff it is expected that their spouse apply for membership, according to these By-Laws, during the final stages of the hiring process, with the expectation that the spouse is qualified for, and will maintain, active membership in this church for the duration of employment.
6. **Discipline:** All members of the professional staff shall be subject to discipline on the same basis as other church members. The Lead Pastor shall determine the fitness of non-pastoral professional staff to remain active in their position during any such disciplinary processes. The Church Board shall determine the fitness of pastoral staff to remain active in their position during any such disciplinary processes.
7. **Termination by the Church:** The Lead Pastor may dismiss non-pastoral professional staff. Dismissal of a pastoral staff member shall be the responsibility of the Church Board at the recommendation of the Lead Pastor. A majority vote of the Church Board shall be required for termination.

VI – SUPPORT STAFF

1. The Church Board, through budget approval, authorizes the creation and maintenance of nonprofessional staff positions (full or part time) in the church, including, for example, clerical and custodial positions.

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2. The Lead Pastor, either directly or through delegated authority to subordinate professional staff, shall authorize the hiring and termination of all non-professional staff within the constraints of the budget that is approved by the Church Board.
3. Each member of the support staff of Clear Water Church (full or part time) is expected to exhibit character and reputation that is consistent with the values of the church.

VII – COMMITTEES

Unless otherwise specified, committees shall be appointed and approved by the Church Board and they shall include at least two non-Church Board, non-staff, members of the church. In general, committees will be created and dissolved according to specific ministry needs of the church. The following specific committees are mandatory:

1. Finance Committee: Headed by the Treasurer, this committee is responsible to ensure that appropriate controls are in place to protect the financial integrity and accountability of the church. These controls shall be applied to collections, counting, deposits, disbursements, and bookkeeping. Only members of the church may serve on this committee. This committee, through the Treasurer, shall report to the Congregation at the annual congregational meeting, attesting to the integrity and accountability of the financial aspects of the church.
2. Nominating Committee: The nominating committee for the upcoming ministry year shall be selected by floor nominations (of consenting candidates) and a subsequent plurality vote* at the annual congregational meeting. It will consist of five non-Church Board members of the church and one alternate who are in full agreement with the Statement of Faith of the church, as well as the Lead Pastor and the Chairman. All members should be spiritually maturing people who are characterized by active discipleship and commitment to the church. This committee shall appoint its own chairperson from among the non-Church Board members. A vacancy to the Nominating Committee will first be filled by the alternate. Additional vacancies to the nominating committee may be filled at any congregational meeting by plurality vote.

*A plurality vote is defined as each voting member getting one vote per vacant position. Nominees receiving the most votes are elected. Because the number of nominees may substantially exceed the number of vacancies, those elected are not required to garner votes from a majority of the Congregation.

VIII – MEETINGS

1. Weekly worship services: The regular weekly worship services will be held at times determined by the Church Board.
2. Congregational Meetings:

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- a. All congregational meetings will be open to members and non-members who are actively pursuing significant involvement (ultimately active membership) in the church. Meetings, or portions of meetings, may be closed to non-members at the discretion of the Chairman or by a majority of the members present at the meeting. Non-members have no discussion or voting privileges at meetings.
- b. All congregational meetings shall be announced to the membership at least one week prior to the meeting.
- c. The annual congregational meeting of the membership shall be held during the month of August or the month of September each year.
- d. Congregational meetings may be called by the Lead Pastor, the Chairman, or upon the written petition of 25 percent of the church membership, submitted to the Church Board.
- e. Roberts Rule of order shall govern the conduct of congregational meetings.
- f. Agenda: The agenda, prepared in advance of the meeting, is ratified by a two-thirds (2/3) majority of the Church Board. Members of the congregation may add items to the prepared agenda by petition of ten percent of the membership submitted to the Chairman three weeks before a specific meeting.
- g. Quorum: Twenty-five percent of the total membership present at the meeting shall constitute a quorum.
- h. Voting: All members in good standing (i.e. not under consideration for discipline) shall be eligible to vote.

IX – MARRIAGE

1. This church believes in the sanctity of the marital union as described in Scripture: a. God created the first marriage as a sacred covenant relationship between one man and one woman for the purposes of procreation, companionship, and dominion over creation, in keeping with the covenant relationship God himself established with his own creation (Genesis 2:15-24; Romans 1:16-32); and b. Jesus blessed a marriage celebration between a man and a woman with his presence and his first public miracle, thereby affirming the traditional definition of marriage as a cornerstone of every culture and community (John 2:1-11); and further that he advised those who are for congenital or psychological reasons unable to enter into marriage (i.e. between a man and a woman) to remain single and therefore celibate (Matthew 19:4-12); and c. Society historically has embraced this

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traditional definition of marriage, eschewing all other unions as unnatural, inappropriate, and anti-social, and has advocated the family unit of husband and wife and their children as the chief building block of society (Leviticus 18:22-30; Psalm 127:3-5; Romans 1:16-32; 1 Corinthians 7:1-2; Hebrews 13:4).

2. This church adheres to the belief that marriage is to be defined biblically and theologically in God's own terms rather than man-made terms; and further that this church intentionally adheres to the highest standards for marriage, namely biblical standards, and that other legal definitions and court actions are secondary to biblical mandate.
3. This church affirms that all marriage ceremonies performed in the name of this church and any related celebrations or activities allowed in its facilities shall be for unions that meet the standards named in this church constitution, and further, that church ministers and staff engage only in marriage ceremonies in keeping with this church's adopted biblical and theological definition of marriage.

X – AMENDMENTS TO THE BY-LAWS

These By-Laws may be amended by the following process:

1. A proposed amendment must have three or more church member sponsors to be considered. The sponsors must submit the proposal in writing to the Chairman who will present the proposed amendment to the Church Board. If the Church Board votes in favor of the proposed amendment by at least a two-thirds (2/3) majority vote, then the proposed amendment will be presented by the Chairman at the next congregational meeting.
2. The proposed amendment shall then be announced in the weekly public church communications at least once each calendar month for at least the three calendar months preceding the discussion and vote on the amendment which will take place at the first congregational meeting after the required announcements.
3. The amendment will be presented as a motion, discussed and then voted on by secret ballot. A two thirds (2/3) majority vote of the membership voting is necessary for the passage of the proposed amendment.