

BYLAWS
for
PINECREST COMMUNITY CHURCH



ARTICLE 1 - Corporation

1.01 Pinecrest Community Church is a nonprofit corporation organized under the Colorado Nonprofit Act and is registered with the IRS as a tax-exempt 501(c)(3) organization.

ARTICLE 2 - Offices

2.01 The name of this nonprofit corporation is Pinecrest Community Church. This corporation will be further referred to in the Bylaws as the "Church" or "Pinecrest". The principal office of the Church is located in the State of Colorado at 7165 North Delbert Road, Parker, Colorado, 80138. Pinecrest may have other offices and locations either within or outside the State of Colorado, as the Leadership Council may determine.

2.02 Pinecrest will have and continuously maintain in the State of Colorado a registered office, as required by the Colorado Nonprofit Corporation Act. The registered office may be, but does not need to be, the same as the principal office of Pinecrest in the State of Colorado, and the address of the registered office may be changed by the Leadership Council.

ARTICLE 3 - Purpose and Mission

3.01 The purposes of Pinecrest are set forth in the Articles of Incorporation. The general purpose for which Pinecrest is formed is the support of worship of the Almighty God and instruction in the Christian religion.

3.02 The mission statement of Pinecrest is: "Helping people become everything God designed them to be to build His Kingdom, impact our community, and change the world."

ARTICLE 4 - Definitions

4.01 "Articles" means the Articles of Incorporation of the Corporation filed with the Colorado Secretary of State, which may be amended by the Leadership Council.

4.02 "'PLC", "Board of Directors", and "Board" means the Pinecrest Leadership Council which shall be the governing body of the Corporation for civil purposes. The members of the PLC shall be solely constituted from the membership of the congregation.

4.03 "Corporation" or "Pinecrest" means Pinecrest Community Church, a Colorado nonprofit corporation, its successors and assigns, the Articles and Bylaws which shall govern the administration of the corporation.

4.04 "Member" means every individual who is an active attendee in good and regular standing with the congregation, who agrees with the Statement of Faith of Pinecrest, and has met the requirements of membership. (see Article 6).

ARTICLE 5 - Persons Subject to Bylaws

5.01 All present or future Members shall be subject to the provisions of the Articles and Bylaws of the Corporation of Pinecrest Community Church. Membership in Pinecrest shall signify that the Articles, Bylaws, and Statement of Faith are accepted and shall be complied with by the Members.

ARTICLE 6 - Membership

6.01 A Member shall be in good standing where such Member has accepted and professes Jesus Christ as their Lord and Savior, has attended the Pinecrest Orientation Class(es), has involved themselves in the ministry and life of Pinecrest, supports the Church financially, and signs a Membership Agreement affirming that they agree with the Statement of Faith and commit themselves to the work and ministry of Pinecrest.

6.02 Members shall have the right to vote on the following matters:

- (a) The merger or dissolution of the Church
- (b) The affirmation of a new Lead Pastor

6.03 Each of the above matters requires a two-thirds affirmative vote of the Members present in order to pass. Each Member 18 years and older is entitled to one vote. All votes will be a personal, private, written ballot. Voting by proxy is prohibited.

6.04 As Christians, the Members of the Church believe the Bible commands that every effort be made to live at peace and to resolve disputes with each other in private or within the Church (Matthew 18:15-20; 1 Corinthians 6:1-8). Therefore, Members of the Church agree that any claim or dispute arising from or related to Church programs and/or activities - excluding criminal behavior - shall be settled by biblically based mediation and, if necessary, legally binding arbitration in accordance with the Rules of Procedure for Christian Conciliation of the Institute for Christian Conciliation. Judgment upon an arbitration award may be entered in any court otherwise having jurisdiction.

6.05 Members agree that these methods shall be the sole remedy for any controversy or claim arising out of such Church programs and activities. Said Members expressly waive their right to file a lawsuit in any civil court either against the Church or its officers and officials or against one another for such disputes, except to enforce an arbitration decision.

6.06 Members may be removed from Church membership for the following reasons:

- (a) Death
- (b) Transfer of membership to another church
- (c) Personal, written request of the Member
- (d) Neglect of Church attendance, measured by one-year without attendance at Sunday services. This will not apply to those prevented from attending because of age or infirmity; nor to missionaries, and others whose life circumstances require temporary residence in another community.
- (e) Dismissal by the Elders according to the following conditions:
 - The Member's life and conduct is not in accordance with the Membership Agreement in such a way that the member hinders the ministry influence of the Church in the community.
 - No longer remaining in "Good Standing" as defined in Section 6.01 above.

6.07 Procedures for the dismissal of a Member as outlined in 6.06e shall be according to Matthew 18:15-17.

6.08 Members dismissed by the Elders may be restored by the Elders according to the spirit of 1 Corinthians 2:7-8, when their lifestyle is judged to be in accordance with the teaching of the scriptures and the membership requirements.

ARTICLE 7 - Meetings

7.01 Special meetings of the Membership shall be held at such suitable place or places within the State of Colorado as are convenient for the Members, as determined by the PLC.

7.02 Special meetings of the Membership may be called by the PLC or President of the PLC at any time and will be led and moderated by the President of the PLC.

7.03 Whenever Members are required to take any action at a meeting (regularly scheduled or special meetings), notice shall be given to Members no less than two (2) weeks prior to a meeting using any of the following manners deemed reasonable by the PLC:

- (a) Distribution of written material to the Membership in attendance at a regular Church service
- (b) Oral announcement to the Membership at a regular Church service
- (c) United States mail or electronic communication (e-mail, texting, etc.)

Said notice shall state the day, time, place, and hour of the meeting, as well as the purpose(s) for which the meeting is called. The certificate of the Secretary that notice was properly given as provided in the Bylaws shall be prima facie evidence thereof.

7.04 Those Members present and voting at a meeting duly noticed and called shall constitute a quorum of the membership for the transaction of business.

ARTICLE 8 - Pinecrest Leadership Council

8.01 Number and Qualifications

The affairs of the Corporation shall be managed and governed by the Pinecrest Leadership Council ("PLC") composed of not less than five (5) nor more than twelve (12) Directors and the Lead Pastor of Pinecrest. If the number of Directors is decreased, then all currently appointed Directors shall complete their term. Only Members in good standing can constitute the PLC.

8.02 General Corporate Powers and Duties

The PLC shall have the powers and duties necessary or convenient for the administration, operations and management of the affairs of the Corporation and its property and for the operation, maintenance, and existence of Pinecrest. The PLC may do and perform all such acts as are by law, the Articles or these Bylaws, either permitted or directed to be exercised and done by the PLC. The PLC shall protect and support the mission of Pinecrest.

8.03 Specific Powers and Duties

Without prejudice to the general powers set forth above, and subject to the same limitations, the PLC shall have the power to:

- (a) Select and remove all officers, agents and employees of the Church, except employees for whom employment decisions are reserved to the Elder Council; prescribe any powers and duties for them that are consistent with law; with the Articles of Incorporation; and with these Bylaws.
- (b) Change the principal executive office or the principal business office of the Church in the State of Colorado from one location to another, and designate any place within or outside the State of Colorado for the holding of any meeting or meetings of the PLC.
- (c) Adopt, make and use a corporate seal and alter the form of the seal.
- (d) Borrow money and incur indebtedness on behalf of the Church and cause to be executed and delivered for the church's purposes and in the Church's name, promissory notes and other evidences of debt and securities.
- (e) Determine the compensation of the licensed and/or ordained pastors of the Church.
- (f) To enter into contracts within the scope of their duties and power.
- (g) To establish bank accounts for or on behalf of Pinecrest which are interest bearing or non-interest bearing, as may be deemed advisable by the PLC.
- (h) To keep and maintain detailed, complete, and accurate books and records showing in chronological order all the receipts, expenses, or disbursements of the corporation in appropriate specificity and itemization; to permit inspection thereof during convenient weekday business hours by any of the Members or their respective authorized representatives. Individual contribution records of any contributor may not be accessed by any other member or their representative without prior written approval by the contributor.
- (i) To allow Members to inspect copies of the Articles of Incorporation and Bylaws.
- (j) To hire, designate, and remove the personnel, consultants, and/or professionals necessary for the operation, maintenance, repair and replacement of the Corporation's affairs and/or property.
- (k) To declare the office of a member of the PLC to be vacant, at its discretion, in the event such Member shall be absent for three consecutive regular meetings of the PLC.
- (l) To designate the Nominating Committee as defined in Article 8.04.
- (m) In general, to carry out the administration of the Corporation and to further the purposes of the Corporation as stated in the Articles and Bylaws, and to do all of those things necessary, legal, and/or desirable in order to carry out the governing and operating of Pinecrest.

8.04 Nominating Committee

For the filling of vacancies on the PLC, nominations for appointment to the PLC shall be made by a Nominating Committee established by the PLC, from time to time as is necessary to fill such vacancies. The Nominating Committee is defined as follows:

- (a) The Nominating Committee shall consist of not less than four (4), nor more than nine (9) Members of Pinecrest, as designated by the PLC, one of whom will be designated the Chairman of the Nominating Committee by the PLC.
- (b) The Nominating Committee shall make as many nominations for appointment by the PLC as it shall in its discretion determine, but not less than the number of vacancies that are to be filled. Such nominations shall be made from among the Members of the congregation provided the nominee has been previously consulted, has consented to submission of their name and a background check and has been a Member in good standing for at least two (2) years.

8.05 Appointment

Appointment to the PLC shall be made by the PLC from the nominees submitted by the Nominating Committee.

8.06 Term of Office

Each director of the PLC shall be appointed to serve and hold office for that seat for the term limits stated below or until the Director's earlier death, resignation, or removal.

Directors shall be named to serve for a two (2) year term. Directors shall serve no more than three (3) consecutive terms, not to exceed six (6) years in any case, without a one (1) year absence from directorship on the PLC.

Following any such one (1) year absence from service on the PLC, any such Director is again eligible, if so nominated and appointed, to serve additional consecutive terms, but not to exceed six (6) years or three (3) terms in number without such absence from PLC service.

8.07 Vacancies

Vacancies in the PLC caused by any reason other than an increase in the number of Members or term expiration of directors may be filled by the remaining directors. In such cases, the Nominating Committee will provide the candidates from which the PLC will make such appointments. Each Director so appointed shall serve for the unexpired term of their predecessor in office.

8.08 Removal or Resignation of Directors

Upon an affirmative vote of a majority of the members of the PLC and an affirmative vote of a majority of the Elder Council, any Director may be removed and their successor elected at any regular meeting of the PLC or at any special meeting of the PLC called for such purpose. Any Director may resign at any time by giving written notice thereof to the President or Secretary of the PLC. The acceptance of such resignation shall not be necessary to make it effective.

8.09 Designation of Officers

The officers of the Corporation, all of whom must be Members and Directors on the PLC, shall be a President, one or more Vice Presidents, a Secretary and a Treasurer. In addition, the PLC may elect or appoint an Assistant Secretary, an Assistant Treasurer, and such other officers and agents as the PLC may deem appropriate. No two or more offices may be held by the same person except the offices of the Treasurer and Secretary. No member of the staff of Pinecrest Community Church may serve as an officer of the Corporation.

8.10 Election of Officers

The officers of the Corporation shall be elected annually by the PLC at the first meeting of each fiscal year and shall hold office at the pleasure of the PLC.

8.11 President

The President shall be the chief executive officer of the Corporation. The President shall preside at meetings of the Corporation and of the PLC. The President shall have all of the general powers and duties which are usually vested in the office of the President for a nonprofit corporation including, but not limited to, the power to appoint, from time to time, committees from among the Directors as may be deemed appropriate to assist in the conduct of the affairs of the Corporation or as may be established by the PLC.

The President shall see that all orders and resolutions of the PLC are carried out; shall sign all leases, mortgages, deeds, and other written instruments; and shall co-sign all promissory notes. The President's ability to sign mortgages and/or deeds is subject to the two-thirds prior approval requirements of Article 15.01.

8.12 Vice President

The Vice President shall have all the powers and authority and shall perform all the functions and duties of the President in the absence of the President or in the event of the President's inability for any reason to exercise such powers and functions or to perform such duties.

If neither the President nor the Vice President is able to act, the PLC shall appoint some other Director of the PLC to do so on an interim basis. The Vice President shall also perform such duties as are imposed upon by the President of the PLC.

8.13 Secretary

The Secretary shall keep the minutes of all the meetings of the PLC and of all meetings of the Corporation. The Secretary shall have charge of such books and papers as the PLC may direct and shall, in general, perform all the duties related to the office of Secretary.

The Secretary shall compile and keep up to date at the principal office of the Corporation a complete list of Members and their last-known addresses as shown on the records of the Corporation. Such list shall be open to inspection by Members and other persons lawfully entitled to inspect the same at reasonable times during the regular business hours.

Assistant Secretaries, if any, shall have the same duties and powers, subject to supervision by the Secretary.

8.14 Treasurer

The Treasurer shall have the responsibility for Corporation funds, assets, and securities; shall keep the financial records and books of account of the Corporation; shall be responsible for keeping full and accurate accounts of all receipts and disbursements of money and other valuable effects in the name and to the credit of the Corporation in such depositories as may from time to time be designated by the PLC; shall disburse such funds as directed by resolution of the PLC; shall sign all checks and promissory notes of the Corporation; and shall prepare an annual budget showing projected income and expenditures to be presented to the PLC prior to the beginning of the next fiscal year and make available a copy of such budget to each of the Members as stated in 8.03.h.

These tasks may be delegated to a church administrator, provided the Treasurer performs prudent oversight.

8.15 Regular Meetings

Regular meetings of the PLC shall be held at least monthly at such time and place as determined by the PLC. Notice of regular meetings of the PLC need not be given to the Directors.

8.16 Special Meetings

Special meetings of the PLC may be called by the President on their own initiative upon three (3) days prior notice given personally, by mail, telephone, or e-mail to the address of each Director appearing on the books of the Corporation which notice shall set forth the time, place, and purpose of the meeting.

8.17 Waiver of Notice

Any Director may in writing waive notice of any meeting of the PLC, either before, at, or after such meeting, and such waiver shall be deemed equivalent to the giving of such notice. Attendance by a Director at any meeting of the PLC shall constitute a waiver of notice by them of the time and place thereof unless attendance is for the express purpose of objecting to the transaction of business because the meeting was not lawfully called or convened.

If all the Directors are present at any meeting of the PLC, no notice shall be required and any business may be transacted at such meeting.

8.18 PLC Directors Quorum

At all meetings of the PLC, a majority of the Directors shall constitute a quorum for the transaction of business, and the acts of a such majority of the Directors present at a meeting at which a quorum is present shall be the acts of the PLC. If less than a quorum is present at any meeting of the PLC, a majority of those present may adjourn the meeting from time to time. At any such adjourned meeting at which a quorum is present, any business which might have been transacted at the meeting as originally called may be transacted without further notice.

8.19 Compensation and Fidelity Bonds

The Directors of the PLC shall serve without salary or compensation, provided that Directors shall be reimbursed for all expenses incurred in their capacity as such which have been authorized by the PLC. The PLC may require that all officers and employees of the Corporation handling or responsible for Corporation funds shall furnish adequate fidelity bonds. The premiums and other costs for such bonds shall be paid by the Corporation.

8.20 Action Without Meeting

Any action required or permitted to be taken at a meeting of the PLC may be taken without a meeting if a consent setting forth the action so taken is appropriately noted in minutes of said meeting. Such consent shall have the same force and effect as a unanimous vote of the PLC and may be stated as such in any articles or documents filed with the Secretary of State of Colorado under the Colorado Nonprofit Corporation Act.

8.21 Electronic Meetings

Members of the PLC or any committee designated by the PLC may participate in any regular or special meeting of the PLC or committee by means of a telephone conference, video conference, e-mail or similar communication equipment by which all persons participating in the meetings can hear and be heard. Such participation shall constitute presence in person at the meeting.

8.22 Jurisdiction

The PLC is specifically constituted to act in civil matters as necessary to establish, manage, operate and maintain the Corporation in good standing as a nonprofit Corporation under the governing state and/or federal statutes.

8.23 Inaugural Appointment of Directors

Upon adoption of the Bylaws, the Inaugural PLC Directors will be nominated by the existing leadership team in place at the date the Bylaws are adopted.

ARTICLE 9 - HIRING & REMOVAL OF LEAD PASTOR

9.01 In the case Pinecrest engages in the search for a Lead Pastor, nominations for appointment to the Lead Pastor Search Team shall be made by the PLC and Elder Council.

9.02 The Lead Pastor Search Team shall consist of not less than five (5), nor more than eleven (11) Members of Pinecrest, as designated in Article 9.01, one of whom will be designated the Chairman of the Lead Pastor Search Team by the Elder Council. At least one member of the PLC and at least one member of the Elder Council shall be on the Lead Pastor Search Team.

- 9.03** Appointees to the Lead Pastor Search Team shall have the duties described below:
- (a) Place advertisements as necessary and appropriate to generate candidates for the position.
 - (b) Obtain appropriate and necessary information of potential candidates for review.
 - (c) Conduct interviews of interested and qualified candidates that meet the position criteria and requirements established by the PLC and Elder Council.
 - (d) Provide periodic communication to the PLC and Elder Council and the congregation as to the status of said search.
 - (e) Perform background and reference checks of final candidate(s) presented to the PLC and Elder Council for consideration.
- 9.04** Present the selected candidate to the PLC and Elder Council and membership for final hiring decision.
- 9.05** The hiring of the Lead Pastor will require a 75% vote of the PLC and a 75% vote of the Elder Council.
- 9.06** Removal of the Lead Pastor will require a 75% vote of the PLC and a 75% vote of the Elder Council.

ARTICLE 10 - Elders

10.01 Elder Qualifications

- (a) The biblical mandates, found in 1 Timothy 3:1-13 and Titus 1:5-16, must be evident in individuals nominated for eldership.
- (b) Elders must be Members of the church.
- (c) Elders must be active in the congregation's life and give evidence of seeking to grow in their own understanding and practice of the Christian life. Such evidence should include, but not be limited to, the following:
 - Conduct of one's life in light of the teachings of Jesus Christ.
 - Promotion of good will and Christian fellowship in the congregation and community.
 - Regular attendance at worship services and stated meetings of the congregation.
 - Regular and faithful contributions to the support of the congregation and its outreach programs.
 - Willingness to fulfill assignments on behalf of the congregation.
 - Demonstrated gifts and skills or evident potential in carrying out the responsibilities of an Elder.
- (d) The following leadership qualities must be evident in individuals being nominated for eldership:
 - Proven record of personal maturity and leadership experience.
 - Able to think critically, abstractly, and globally through issues
 - Able to receive and offer constructive criticism
 - Possess and exercise the spiritual gifts of leadership and/or administration

10.02 Elder Council

- (a) The Elder Council shall be composed of not less than four (4) nor more than nine (9) qualified Elders and the Lead Pastor of Pinecrest. The term of office shall be determined by the Elder Council.
- (b) A term can be ended in light of the following:
 - (i) The Elder resigns.
 - (ii) The Lead Pastor, in consultation with the Elders, calls for it because of serious moral failure, insubordination, ongoing difference of vision, or if the Elder is not fulfilling, or cannot fulfill the requirements of the office. Depending on the situation, immediate resignation may be requested. The congregation shall then be notified.
 - (iii) Elders may volunteer to be placed in inactive status if they feel they are temporarily unable to fulfill all the responsibilities of the position. The Lead Pastor, in consultation with the Elders, will consider the request.
 - (iv) An Elder can be removed from office at any time if an accusation against the Elder is brought to the Elders by two or more members (1 Timothy 5:19), and the Elder Council determines by a majority vote (greater than 50%) that the Elder is no longer qualified to hold office.

10.03 Inaugural Appointment of Elders

Upon adoption of the Bylaws, the inaugural Elder Council will be nominated by the existing leadership team in place at the date the Bylaws are adopted.

10.04 Elder Selection

- (a) When the Lead Pastor, in consultation with the Elders, believes a church member is performing, or is capable of performing, the function of an Elder, the Elders will interview the candidate to determine qualifications, call, and willingness to serve.
- (b) After the evaluation process is completed, the person will be presented to the congregation as a potential Elder. After a discernment and comment period, allowing the congregation time to respond, the Lead Pastor and the Elder Council will formalize the decision by the laying on of hands in a public service.

10.05 Responsibilities & Powers of the Elder Council

- (a) Responsible for the spiritual, doctrinal and visional direction and guidance of Pinecrest,
- (b) Share in the pastoral, church growth, and teaching functions of the ministry, such as:
 - (i) Serving as the shepherd for an assigned “flock” of Members and regular visitors.
 - Regularly communicate with their assigned flock to discuss any other matters of importance to them.
 - Make themselves available to provide spiritual comfort and support to members of their flock both at church functions and away from church, if requested.

- Monitor attendance of the members of their flock and contact them to discuss any concerns if there is a significant change in their attendance pattern.
- (ii) Attending the regular scheduled Elder Council Meetings.
- (iii) Attending and/or conducting Christian education classes.
- (iv) Providing communion to the homebound
- (v) Participating in scheduled Elder workshops and/or retreats.
- (c) Prepare, present and preside at the communion table as the representative of the congregation.
- (d) Assist and/or conduct the service in the absence of the Pastor.
- (e) Provide supportive counsel to the pastors and ministry team regarding spiritual life and development of the congregation.
- (f) License and/or ordain the pastors of the Church.

ARTICLE 11 - Statement of Faith

The Bible is our only standard for beliefs, behaviors and attitudes. The following Statement of Faith identifies the essential Biblical truths, which we wholeheartedly believe, teach, and obey as fundamental to our faith in the Lord Jesus Christ. We also understand there are non-essential, broader doctrinal issues that can have a range of interpretations within the Christian community and believe we should grant one another grace in interpretations of these non-essential beliefs. We strive to teach biblically sound theology and to mature in our Christian faith and understanding of God and His Word in a community of grace. In essential beliefs-we must seek harmony with other Christians. *“There is one Body and one Spirit...there is one Lord, one faith, one baptism, and one God and Father of us all...”* (Ephesians 4:4-6).

1. **God:** We believe in one Triune God, eternally existing in three persons: Father, Son and Holy Spirit (*Deuteronomy 6:4; 2 Corinthians 13:14*). We believe God is spirit, eternal, from everlasting to everlasting the same, creator of all things, all powerful, all knowing, everywhere present, never changing His nature, and always loving. He is active in His creation now, controlling and sustaining it (*John 4:24; Luke 24:39; Psalm 90:2; James 1:17; Isaiah 44:24; Revelation 19:6; 1 John 3:20; Psalm 147:5, 139:7-10*).
2. **The Person and Work of Christ:** We believe that the Lord Jesus Christ, the eternal Son of God, became man, without ceasing to be God, having been conceived by the Holy Spirit and born of the Virgin Mary, in order that He might reveal God and redeem sinful man (*John 1:1-2, 12, 14; Luke 1:35*). We believe that the Lord Jesus Christ accomplished our redemption through His death on the cross as a representative, vicarious, substitutionary sacrifice, and that our justification is made sure by His literal, physical resurrection from the dead (*Romans 3:24-25; 1 Peter 2:24; Ephesians 1:7; 1 Peter 1:3-5*). We believe that the Lord Jesus Christ ascended to heaven and is now exalted at the right hand of God the Father, where, as our High Priest, He fulfills the ministry of Representative, Intercessor, and Advocate (*Acts 1:9; Hebrews 7:25, 9:24; Romans 8:34; 1 John 2:1-2*).
3. **The Person and Work of the Holy Spirit:** We believe that the Holy Spirit is a person who convicts the world of sin, of righteousness, and of judgment, and He is the supernatural agent in regeneration, baptizing all believers into the body of Christ, indwelling and sealing them unto the day of redemption (*John 16:8-11; 2 Corinthians 3:6; 1 Corinthians 12:13*;

Romans 8:9; Ephesians 1:13-14). We believe that He is the divine teacher who guides believers into all truth; and that it is the privilege and duty of all the saved to be controlled by the Spirit (*John 16:13; 1 John 2:20, 27; Ephesians 5:18*). We believe that He gives spiritual gifts to each believer to be used for the building up of His church (*1 Peter 4:10*).

4. **The Total Depravity of Humanity:** We believe humanity was created in the image and likeness of God, but because of Adam's sin the human race fell. Therefore, mankind inherited a sinful nature, became alienated from God and is of itself totally unable to remedy its lost condition (*Genesis 1:26-27; Romans 3:22-23, 5:12; Ephesians 2:1-3, 12*).
5. **Salvation:** We believe that salvation is the gift of God brought to humanity by grace and received by personal faith in the Lord Jesus Christ whose precious blood was shed on Calvary for the forgiveness of our sins (*Ephesians 2:8-10; John 1:12; Ephesians 1:7; 1 Peter 1:18-19*).
6. **The Eternal State:** We believe in the bodily resurrection of all people, the saved to eternal life, and the unsaved to judgment and everlasting punishment (*Matthew 25:46; John 5:28-29, 11:25-26; Revelation 20:5-6, 12-13*).
7. **Sanctification:** We believe that sanctification constitutes a vital part of the believer's relationship with the Lord as well as His earthly life and service, that God's part of sanctification is the act of God whereby He sets apart the believer for the glory of God, and the believer's part of sanctification involves holiness of life and conduct. The believer maintains holiness of conduct as He allows the Holy Spirit to carry on His ministry within their life. This concerns itself with such practical aspects as confessing sins, making restitution where possible, reading and studying the Word of God, fellowshiping with other believers, praying regularly and being a witness in the world (*1 Thessalonians 5:23, 4:3-7; 2 Thessalonians 2:13-14; 2 Corinthians 7:1; Hebrews 12:10-15; Romans 6:11-22*). We do not believe that sanctification and sinless perfection are the same. As long as the believer is in their body they are not sinless. However, to the degree to which a believer relies on the Holy Spirit, they have power over sin (*1 John 1:9-2:2*).
8. **The Eternal Security and Assurance of Believers:** We believe that all the redeemed are kept by God's power and are secure in Christ forever (*John 6:37-40, 10:27-30; Romans 8:1, 38-39; 1 Corinthians 1:4-8; 1 Peter 1:5*). Believers have freedom to rejoice in assurance of their salvation. However, God's word clearly forbids use of Christian liberty as a license to sin (*Romans 13:13-14; Galatians 5:13; Titus 2:11-15*).
9. **The Church:** We believe that the church, which is the body and bride of Christ, is a spiritual organism made up of all born-again persons of the present age. We believe that the establishment and continuance of local churches is clearly taught and defined in the New Testament Scriptures (*Ephesians 1:22-23, 5:25-27; 1 Corinthians 12:12-14; 2 Corinthians 11:2; Acts 14:27, 20:17, 28-32; 1 Timothy 3:1-13; Titus 1:5-11*).
10. **Ordinances:** We believe our Lord left the ordinances of water baptism and communion to be observed by the church, but they are not to be regarded as a means of salvation. Water baptism by immersion is an outward physical symbol of an inner personal transaction with the Lord (*Matthew 28:19; Acts 2:41; Mark 16:16; Acts 8:35-38*). The Lord's Supper is to commemorate the Lord's death on our behalf, and to remind believers of the Lord's return (*Luke 22:19-20; 1 Corinthians 11:23-28*).

11. **The Second Coming of Christ:** We believe in the personal and soon coming of our Lord Jesus Christ and that this “Blessed Hope” has a vital bearing on the personal life and service of the believer. (*1 Thessalonians 4:13-18*).
12. **Satan:** We believe that Satan is a person who was created by God as a beautiful angel and was given the name Lucifer. He was given responsibilities over this world (*Ezekiel 28:11-19; John 14:30, 16:11*). He rebelled against God and became God’s enemy (*Isaiah 14:12-17*). Since then his aim has been to thwart God’s will and plan. He is the enemy of every believer as indicated by many different names given to him in the Bible (*Psalms 91:3; Matthew 4:3; 1 Peter 5:8; Revelation 20:2*).
13. **Marriage:** We believe that God has always intended marriage to be a union between one biological man and one biological woman in a faithful and monogamous sexual relationship for life (*Genesis 2:20-24; Matthew 19:4-6; 1 Thessalonians 4:3-8*). We further believe that any sexual intimacy outside of marriage (including adultery, living together, one-night stands, homosexual relations, bisexual conduct, incest, prostitution, use of pornography, etc.) is sinful, wrong and goes against God’s divine plan for us (*Matthew 15:18-20; Romans 1:18-32; 1 Corinthians 6:9-11; Galatians 5:19-21; Leviticus 18:1-24*). Because God loves each individual so much, He offers redemption and restoration to all who humbly confess and forsake such sin, seeking His mercy and forgiveness through Jesus Christ (*1 Corinthians 6:9-11; 2 Corinthians 5:17*). No one should serve in ministry in Jesus’ church if they are practicing any of the inappropriate sexual behavior listed above (*1 Corinthians 5:1-5; 1 Timothy 3:2; Titus 1:6*).
14. **Sexual Morality:** We believe God’s design and intention for marriage is that it is to be between one biological man and one biological woman for a lifetime and that any sexual intimacy outside of a marriage relationship is immoral, whether heterosexual or homosexual (*1 Thessalonians 4:3-8; Romans 1:18-32*).
15. **Abortion:** We believe that God is the author of life and that all life, even life conceived in the womb, is precious to Him. Jesus Himself spoke of how precious children are, and we believe all unborn children are precious in His sight.

ARTICLE 12 - Statement on Marriage, Gender, and Sexuality

12.01 God wonderfully and immutably creates each person as male or female. These distinct, complementary genders together reflect the image and nature of God (*Genesis 1:26-27*).

12.02 Marriage is defined only as the exclusive, holy union of one biological man and one biological woman as described in Scripture (*Genesis 2:18-25*). God intends intimate sexual activity to occur only between a man and a woman who are married to each other (*1 Corinthians 7:2-4; Hebrews 13:4*). Sexual immorality (including, but not limited to: adultery, fornication, homosexual behavior, bisexual conduct, bestiality, incest, and use of pornography) is a sin (*Matthew 15:18-20; 1 Corinthians 6:9-10*). By His mercy through Jesus, God redeems and restores all who confess and repent of their sin (*Romans 10:9; Acts 3:19-21*). God’s grace and mercy is an example for us -- we must give compassion, kindness, respect, and love to everyone (*Mark 12:28-31*). Hatred and harassing behavior directed at any individual is not in accord with Scripture nor the mission of Pincrest.

12.03 In order to preserve the integrity and mission of Pinecrest as part of the body of Christ, the leadership of Pinecrest (Elders, Pastors, PLC Directors, staff, and volunteers) shall agree to and abide by this statement on marriage, gender, and sexuality (*Philippians 2:14-16*).

12.04 Pinecrest Community Church believes in the sanctity of the marital union as described by Scripture as being between one biologically born man and one biologically born woman. God's creative work was not complete until He made woman. He could have made her from the dust of the ground, as He made man, however, God chose to make her from the man's flesh and bone illustrating for us that in marriage, a man and a woman are one flesh symbolically.

12.05 The facilities of Pinecrest Community Church may only be used for weddings that adhere to the Biblical definition of marriage and are solely reserved for use by Members and their immediate family members. These facilities may not be used by any individual, group, or organization that advocate, endorse, or promote homosexuality as an alternative or acceptable lifestyle. This policy also applies to birthday parties, reunions, anniversaries, weddings or baby showers, et al.

12.06 Any pastor or officiant using the facilities of Pinecrest Community Church to perform a wedding, or any other person leading any other ceremony or activity in the facilities must agree to Pinecrest's Statement of Faith and Statement on Marriage, Gender, and Sexuality. They must also have the approval of the Elder Council of Pinecrest Community Church to conduct such events.

ARTICLE 13 - Indemnification

13.01 The PLC Directors shall have and may exercise the power to indemnify any director, officer, employee, fiduciary, or agent of former director, officer, employee, fiduciary, or agent of the Corporation, and the Personal Representatives of all such persons, against expenses actually and necessarily incurred in connection with the defense of any suit, action or proceeding, in which such person is made a party by reason of being or having been such director, officer, employee, fiduciary, or agent.

13.02 "Expenses actually and necessarily incurred" shall be deemed to include costs to such person of reasonable settlement made with the consent of the Corporation. Such indemnification, if approved by the PLC, shall not be deemed exclusive of any other rights to which such person may be entitled, under these Bylaws, by agreement, by decision of the PLC, or otherwise.

13.03 The extent of the Corporation's power to indemnify the above enumerated persons shall be defined by Section 7-22-101.5 of the Colorado Revised Statutes which incorporates by reference Sections 7-109-101 to 9-109-110 and Section 7-108-402.2 of the Colorado Revised Statutes.

ARTICLE 14 - Amendments to the Bylaws

14.01 These Bylaws may be modified, altered, corrected, or amended by two-thirds of a quorum of the Elder Council and a two-thirds of a quorum of the PLC acting at a special joint meeting or at separate regular or special meeting of each group.

ARTICLE 15 - Miscellaneous

15.01 Conveyances and Encumbrances

Corporation property may be purchased, conveyed, or encumbered for security of monies borrowed by authority of the PLC with a two-thirds vote of the PLC. Conveyances or encumbrances shall be by instrument executed by the President or Vice President, and by the Secretary, the Treasurer and Assistant Secretary or an Assistant Treasurer, or executed by such other person or persons to whom such authority may be delegated by the PLC.

15.02 Publicly Traded Securities Gifts

Marketable securities may be transferred to an account maintained at one or more brokerage firms by the Church or delivered physically with the transferor's signature or stock power attached. As a general rule, all marketable securities received as gifts shall be sold upon receipt unless otherwise directed by the PLC. In some cases, marketable securities may be restricted by applicable securities laws; in such instance the final determination on the acceptance of the restricted securities shall be made by the PLC.

15.03 Fiscal Year

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

15.04 Severability

If any provisions of these Bylaws conflict with or omit any of the provisions of the Articles, as they may be amended, it is hereby agreed and accepted that the provisions of the Articles will govern and be part of these Bylaws.

These By-Laws were Unanimously Approved by the Church Membership on August 30, 2020