



## BYLAWS OF FALLS COMMUNITY CHAPEL

Pursuant to ORC 1702.30(A), Falls Community Chapel adopts the following Bylaws to work in conjunction with the constitution.

1. Falls Community Chapel believes that marriage is an act of worship and is designed to glorify and reflect God and His Kingdom. Marriage is between one man and one woman. Therefore, no pastor or other staff member shall conduct wedding ceremonies, blessings, renewal of vows, or anything like these that are in contradiction to these Bylaws. No wedding ceremonies, blessings, renewal of vows, or civil unions shall be conducted on any property, or using any property owned or controlled by Falls Community Chapel that is contrary to these Bylaws or the Falls Community Chapel's Constitution or Policy Papers.
2. Falls Community Chapel believes that sexual relations are permitted only within the bounds of a Biblical marriage.
3. Marriage is a covenant between a biological man and woman that reflects Christ Relationship with the Church, His Bride. Therefore, if an individual is divorced without Biblical justification, to remarry (another other than the original spouse) is sin.

Therefore, when a divorcee is seeking to be married, we shall investigate the reasons for the divorce and may contact the ex-spouse as a part of the investigation. If the ex-spouse is remarried, the original marriage covenant is broken, and the individual may remarry. If the marriage covenant was broken by adultery or abandonment, Falls Community Chapel shall encourage said individual to reconcile with his/her ex-spouse. If ex-spouse is unwilling to reconcile, the Pastors and Elder Oversight Board shall determine if ex-spouse's actions qualify as abandonment for the purposes of remarriage.

We acknowledge that this is counter-cultural, but the Bible is our authority and we must follow God rather than culture. This Bylaw applies to those who seek to remarry as members of Falls Community Chapel and does not reflect who is, or who is not welcome at our church.

4. Restroom facilities at Falls Community Chapel or any building in which Falls Community Chapel meets shall be open only to those who match their biological gender. Thus, restrooms assigned to males shall be used only by those who are biological males and restrooms assigned to females shall be used only by those who are biological females. The only exception is for parents and/or legal guardians of infants and young children who need to assist their infants or young child(ren) with their restroom needs and/or change diapers.

All other decisions regarding the use of facilities involving the ministries of Falls Community Chapel shall be determined by the individual's biological gender at birth and not by any choice. In addition, we may speak to and of all persons with the pronouns corresponding to their biological sex at birth. Again, this policy is based on our Biblical convictions concerning creation and gender as God made them male and female.

5. Falls Community Chapel believes that the Bible (39 books in the Old Testament and 27 books in the New Testament) is the inspired Word of God, inerrant in their original writings, and are the supreme and final authority. The Elder Oversight Board, in conjunction with the Pastors shall have the final say and shall be the sole authoritative interpreter of Scripture.
6. The Pastors and Elders shall take prompt action as to any member, Elder, or Pastor whose words or actions willfully violate our Doctrinal Statement. The purpose of Church Discipline is to make the individual aware of his/her actions and to bring about repentance.

When a Pastor/Elder/Member seems to be sinning against another Pastor/Elder/Member, they shall talk with each other to attempt to resolve the issue. If the issue is not resolved, the individual being sinned against shall bring another Pastor/Elder/Member to confront the accused.

The process in Section 3.4 of the Falls Community Chapel's Constitution regarding Church Discipline shall be followed.

7. Any individual employed by or volunteering at Falls Community Chapel must have a background check, including but not limited to a criminal background check before being permitted to be employed by or volunteering with children under the age of 18 at Falls Community Chapel.
8. The normal method of donating to Falls Community Chapel is by giving into the general offering. These funds are to be used to fund the general operating budget as approved by the Elder Oversight Board. Designated giving is discouraged and shall not be accepted without Elder Oversight Board approval. Any ministry leader or staff member shall not be the solicitor of said gift.

All ministries at Falls Community Chapel shall operate within their budget. Any amount spent outside of the budget must have prior approval from the Elder Oversight Board.

9. Any vacancy on the Elder Oversight Board may be filled by nomination of the Elder Oversight Board. Said nominee shall serve for the remainder of the vacancy's term.
10. Each year the Elder Oversight Board will review and approve any Housing Allowance for qualified staff. Said qualifications must be within the IRS guidelines and are a part of the overall benefit package submitted for the annual budget.
11. The Ordination Process shall be in accordance with the Chapel Consortium. Any employee who has been previously licensed or ordained by a different body shall submit

the Chapel Consortium's licensure/ordination paper and be subject to questioning from the Falls Community Chapel's Pastors and Elders. If said individual does not pass, he shall complete the licensure/ordination process with the Chapel Consortium.

12. No fundraising, sales, solicitation, or any other distribution shall be made for any outside organization at any Falls Community Chapel event without prior approval from the Lead Pastor and the Elder Oversight Board.
13. Falls Community Chapel will indemnify and hold harmless any and all staff members, officers, directors, Elders, Pastors, and business administrators for any expenses actual and necessarily incurred with any action, suit, or proceeding against said staff member, officer, director, Elder, Pastor, and business administrator. This indemnification shall include the costs for attorney fees. This indemnification shall occur as the expenses are incurred and prior to the final disposition of the action, suit, or proceeding. Prior to indemnification, said staff member, officer, director, Elder, Pastor, and business administrator shall sign a contract agreeing to repay the amount advanced if it is proved by clear and convincing evidence in court that the staff member's, officer's, Elder's, Pastor's, and business administrator's conduct involved a deliberate action to injure Falls Community Chapel's best interests, and to reasonably cooperate with Falls Community Chapel in connection with the action, suit, or proceeding.
14. Any allegation of a serious moral failure (including but not limited to sexual impropriety, financial misconduct, abuse) brought against a Pastor, Elder, or other staff member, shall be brought to the attention of any other Elder or Pastor. That Elder or Pastor shall make the allegation known to the Lead Pastor and the Elder Oversight Board. If the allegation is against the Lead Pastor, the allegation shall be brought to the Chairman of the Elder Board. The Elder or Pastor shall be recused from his functions pending an investigation. The Elder Oversight Board shall determine how to best investigate the allegation so that all shall be brought to light. This may include bringing in a 3rd party to conduct an investigation when appropriate. The investigation shall not be conducted by, nor steered by one in close relationship with the accused (family or close friends).

Appropriate governmental authorities will be informed when applicable. We will not shield Falls Community Chapel, nor the accused, at the expense of the truth.

If the allegation is deemed to be true, the Elder Oversight Board will determine the necessary and appropriate disciplinary action and shall inform the congregation of the finding.

We value and will follow Biblical guidelines, the accused's redemption, justice, protection of future victims, the glory of God, and the truth. Therefore, we will not shield the reputation of the accused. The future and blessing of the Church is greatest when godliness is valued, the truth is pursued, and sin is brought to light.

15. All Donations to Falls Community Chapel are undesignated gifts, and they are therefore non-refundable except as otherwise determined.
16. These Bylaws and the Policies and Procedures may be amended by the Elder Oversight Board by a 2/3 vote.