

Constitution and Bylaws of New Hope Church, Inc.

Constitution

PREAMBLE

WHEREAS, God has in these last days founded His Church upon Christ Jesus (Ephesians 2:20; I Corinthians 3:11), built it through His people (I Corinthians 12:14), given it power and authority (Matthew 16:19), and unified it with internal structure (I Corinthians 12:28) and with the Holy Spirit as our guide (John 16:13), that we, as the body of Christ (Ephesians 1:22-23), might present His Gospel (Mark 16:15) by assisting in the implementation of the vision for this local church with the following Constitution and Bylaws.

BE IT RESOLVED, that we recognize ourselves as a body of Christian believers working together for the common purpose and mission of helping all people become fully devoted followers of Jesus Christ. We will pursue this mission by establishing a community hub offering essential resources, training, and support to help all people reach their God-given potential. Under the laws of the Commonwealth of Virginia, we may exercise all the rights and privileges granted to religious bodies.

Consistent with the Church's Mission, Beliefs, Heart Attitudes and Values as set forth in the Church's Constitution and Bylaws and as a biblical institution, the Church recognizes the inherent value and dignity of all members of the human family, values equal opportunity for all, and seeks racial, cultural, and ethnic diversity. The Church maintains a biblical character and is open to all persons and entities who support its Mission, Beliefs, Heart Attitudes and Values. The Church rejects discrimination, persecution and/or retaliation against any person, including discrimination, persecution and/or retaliation based on age, race, color, gender, gender identity, disability, ethnicity, religious belief, economic circumstances or sexual orientation. Consistent with the foregoing, in the execution of the Church's Mission as set forth in the Church's Constitution and Bylaws, the Church reserves the right to hire, employ and/or associate with only those individuals and entities whose values and actions are consistent with the Church's Mission, Beliefs, Heart Attitudes and Values as set forth in the Church's Constitution and Bylaws.

The Church reserves the right to refuse to permit any person or entity to use any Church services, facilities, assets or other property, whether real property, personal property, intellectual property, intangible property, or any other Church property or asset of any kind for any purpose that, in the opinion of the Senior Staff is, or reasonably appears to be, inconsistent with the Church's Mission, Beliefs, Heart Attitudes and Values as set forth in the Church's Constitution and Bylaws.

ARTICLE I—NAME AND LOCATION

This body shall be organized as a church corporation known as New Hope Church, Inc. (hereinafter "New Hope") with its principal location of Lorton, Virginia, or whatever

location the partners may determine. The Leadership Team shall have the authority to establish other offices, campuses, sites and locations (physical and virtual) at any place or places where New Hope is qualified under applicable law to conduct its business.

ARTICLE II—AFFILIATION

New Hope is autonomous and maintains the right to govern itself. However, recognizing the benefits of cooperation with other churches and organizations for the sake of Christ's work, we voluntarily affiliate with and support the Southern Baptist Convention, the NorthStar Church Network, and other associations or conventions of churches that have similar beliefs.

ARTICLE III—MISSION

The mission of New Hope is to "Help all people become fully devoted followers of Jesus Christ," by:

1) Bringing unbelievers to faith in Christ alone for their salvation. We do this by building relational bridges; living distinctly Christ-like lives; telling His story, the Gospel; and telling my story/personal testimony (I Peter 3:15).

2) Building mature followers of Christ who practice these habits:

- a. Worship (Matthew 22:36-38; Romans 12:1-2);
- b. Evangelism (Matthew 4:19; Philemon 6);
- c. Small group fellowship (Acts 2:42-47);
- d. Serving in ministry (Romans 12; I Corinthians 12);
- e. Training (II Timothy 3:16-17); and,
- f. Giving (Deuteronomy 14:22; Matthew 6:21).

3) Developing leaders who are mature followers and who set the pace in basic Christian habits. (I Peter 5:1-5; Matthew 20:26)

ARTICLE IV—BELIEFS

1) About God: God is the Creator and Ruler of the universe. He is spirit and has eternally existed in three persons: the Father, the Son, and the Holy Spirit. These three are co-equal and are one God. (Genesis 1:1, 26-27; 3:22; Psalm 90:2; Matthew 28:19; I Peter 1:2; II Corinthians 13:14)

2) About Jesus Christ: Jesus Christ is the Son of God. He is co-equal with the Father. Jesus was born of a virgin, lived a sinless human life, and offered Himself as the perfect

sacrifice for the sins of all people by dying on a cross. He arose from the dead after three days to demonstrate His power over sin and death. He ascended to Heaven's glory and will return to earth to reign as King of kings, and Lord of lords. (Matthew 1:22-23; Isaiah 9:6; John 1:1-5, 14:10-30; Hebrews 4:14-15; I Timothy 6:14-15; I Corinthians 15:3-4; Romans 1:3-4; Acts 1:9-11; Titus 2:13)

3) About the Holy Spirit: The Holy Spirit is co-equal with the Father and the Son of God. He is present in the world to make people aware of their need for Jesus Christ. He also lives in every Christian from the moment of salvation. He provides the Christian with power for living, understanding of spiritual truth, and guidance in doing what is right. He gives every believer a spiritual gift(s) when he or she is saved. As Christians, we seek to live under His control daily. (II Corinthians 3:17; John 16:7-13, 14:16-17; Acts 1:8; I Corinthians 2:12, 3:16; Ephesians 1:13; Galatians 5:25; Ephesians 5:18)

4) About the Bible: The Bible is God's Word to us. It was written by human authors under the supernatural guidance of the Holy Spirit. It is the supreme source of truth for Christian beliefs and living. Because it is inspired by God, it is the truth without any mixture of error. (II Timothy 3:16-17; II Peter 1:20-21; II Timothy 1:13; Psalm 119:105, 160; Proverbs 30:5)

5) About Human Beings: People are made in God's image, which means we are spiritual beings with souls. God created each of us to have a personal relationship with Him. People are the supreme object of God's creation. Although every person has tremendous potential for good, all of us are marred by an attitude of disobedience toward God called "sin." This attitude separates people from God and causes many problems in life. (Genesis 1:27; Psalm 8:3-6; Isaiah 53:6a; Romans 3:23; Isaiah 59:1-2)

6) About Salvation: Salvation is God's free gift, but each person must decide whether or not he or she will accept it. We can never make up for our sins by self-improvement or good works. Only by trusting Jesus Christ as God's offer of forgiveness can we be saved from sin's penalty, which is eternal separation from God at death. When we turn from our self-ruled lives and trust Jesus in faith, we are saved. Eternal life begins the moment we receive Jesus Christ into our lives by faith. (Romans 6:23; Ephesians 2:8-9; John 14:6, 1:12; Titus 3:5; Galatians 3:26; Romans 5:1)

7) About Eternal Security: Because God gives us eternal life through Jesus Christ, the true believer is secure in salvation for eternity. If you have been genuinely saved, you cannot "lose" your salvation. We have this security because our salvation is maintained by God's grace and power, not by our efforts. (John 10:28-29; II Timothy 1:12; Hebrews 7:25,10:10, 14; I Peter 1:3-5)

8) About Eternity: People were created to exist forever. We will exist eternally either with God through His forgiveness and salvation or eternally separated from God by our sin. To be eternally separated from God is hell. To be eternally in union with Him is eternal life in heaven. Heaven and hell are real places of eternal existence. (Hebrews 9:27; II Corinthians 5:10; John 3:16; John 2:25; I John 5:11-13; Romans 3:23; Romans 6:23; Revelation 20:15)

9) About the Church: There is one true universal Church, known in Scripture as the body of Christ, composed of all those who acknowledge Jesus Christ as Savior and Lord. Scripture commands believers to regularly gather and to devote themselves to worship, prayer, teaching the Word, and fellowship. Baptism and the Lord's Supper (Communion) are observed as the ordinances established by Jesus Christ. Service to the body of Christ and outreach to the world are accomplished through the development and use of spiritual gifts and talents. The local expression of the church is realized wherever God's people meet in obedience to this command. Partners are to work together in love and unity, under the watchful care and guidance of the appropriate leadership, with the ultimate purpose of glorifying Christ. (Matthew 16:15-19; Mark 14:22-26; Acts 2:42-47; Romans 6:3-5; I Corinthians 11:23-28; Ephesians 1:22-23; 2:19-22; 4:11-12; Hebrews 10:24-25)

10) About Marriage and Sexuality: It is the Bible's position that marriage involves the commitment of one man and one woman for one lifetime. Though various cultures and customs have evolving definitions of marriage, it is God alone who has ultimate authority to prescribe and describe marriage (Genesis 2:24, Matthew 19:1-9, Mark 10:1-12).

Furthermore, sex is intended by God to be exercised and enjoyed only within the boundaries of marriage. (Matthew 15:19, 1 Corinthians 6:9-11, 1 Thessalonians 4:3, Hebrews 13:4).

With the Bible as our guide, New Hope Church regards any and all forms of sexual immorality, including adultery, sex outside of marriage, homosexual behavior, bisexual conduct, bestiality, incest, pornography or even lustful intent toward such, as sinful and ultimately unsatisfying. We also regard as sinful the intent or desire to surgically alter one's biological sex to a different sex. Since the body is a creation of God, we hold sexual identity to be biologically determined, and associated gender norms are to be observed as appropriate to biblical standards. Disagreement with one's biological sex only leads to spiritual confusion and emotional chaos (Genesis 1:27, Romans 1:26-32, 1 Corinthians 6:9-11).

In order to preserve the function and integrity of the Church as the local Body of Christ, and to provide a biblical example to the partners, attenders, and the community, it is imperative that everyone employed by the Church in any capacity or committed to the Church in partnership should abide by and agree to this "Statement on Marriage and Sexuality" and conduct themselves accordingly.

Though sexual expression outside of biblical guidelines is sinful, it is forgivable. The gospel provides redemption and restoration to all who confess and give up on their sin, seeking mercy and forgiveness through Jesus Christ (1 Corinthians 6:9-11, Ephesians 2:1-10, Titus 3:3-7).

Furthermore, there is a difference between temptation and unrepented sin. Jesus was tempted in all ways as we are, yet He never sinned. Partners, employees, volunteers, and attenders of the Church wrestling with all manner of sexual temptation will find a Church ready to point them to Jesus and join with them to fight for their obedience to Christ. Jesus called the weary and heavy-laden to Himself. As a church desiring to help all people

become fully devoted followers of Christ, New Hope Church will be a safe place for men and women fighting sexual temptations of all kinds. For those fighting temptation and repenting of sin, the Church will provide love, care and direction (Matthew 11:28-30, 1 Corinthians 10:13, Hebrews 2:17-18, Hebrews 4:14-16).

This “Statement on Marriage and Sexuality” does not provide grounds for bigotry, bullying or hate, as we fully believe that every person must be afforded compassion, love, kindness, respect and dignity, regardless of his or her lifestyle. Hateful and harassing behavior or attitudes directed toward any individual are to be recognized as sinful and are not in accordance with the Bible nor the teachings of the Church.

This “Statement on Marriage and Sexuality” is based upon God’s will for human life as conveyed to us through the Bible, upon which this Church has been founded and anchored, and this shall not be subject to change through popular vote; referendum; prevailing opinion of partners or the general public; influence of or interpretation by any government authority, agency, or official action; or legal developments on the local, state, or federal level.

ARTICLE V–CORE VALUES

Our “Core Values” describe what the life of a fully devoted follower of Jesus Christ looks like:

- 1) Connected People Grow: Community is essential in our commitment to follow Christ (Colossians 2:6-7).
- 2) Devoted People Give: God wants us to be generous givers, just like Him (2 Corinthians 9:10-11b).
- 3) Found People Find People: God has enlisted every follower to be His partner in persuading others to become followers too (1 Corinthians 9:22b-23, Luke 15).
- 4) Saved People Serve People: We follow Jesus’ example in meeting the needs of others (Mark 10:45, Philippians 2:3-8).
- 5) Growing People Change: True followers of Jesus are in a process of being transformed in their character and values to become more and more like Jesus (Romans 12:1-2, 2Corinthians 5:17).

ARTICLE VI – HEART ATTITUDES

The New Hope leadership, staff, and all partners are called to live their lives in a Christ-like manner and to demonstrate in their lives the following attributes collectively referred to as the “Heart Attitudes.”:

1) Be Humble- Put the goals and interests of others above your own. Deliberately choosing to value and respect others more than myself. Not just in big ticket choices but the on-going little ones. (Philippians 2:3-4, Romans 12:10)

2) Be Authentic- Live an honest, open life before God and others. Not indiscriminately transparent. Motivated by love and integrity being real, genuine and honest about our lives. (Ephesians 4:25, James 5:16)

3) Be Teachable- Give and receive Biblical correction. We all are called to follow in full surrender to Christ and we have the privilege and responsibility to help each other along the way. (Hebrews 3:13, Ephesians 5:15-19, 2 Timothy 3:16-17)

4) Do Reconcile- Make relationships right. No one can experience a close relationship with God if they aren't doing all they can to make relationships right in His eyes. (Matthew 5:23-24, 1 John 4:20)

5) Do Serve - Help wherever needed. The question shouldn't be "what do I want to do?" the right question is "What needs to be done?" (1 Peter 4:10, Romans 12:1-5, Ephesians 4:16)

6) Do Give- Support the church financially. My faithfulness in giving is first and foremost a clear indicator of my love and obedience for Christ. Secondly it supports the mission we've been entrusted with. (Deuteronomy 14:23, 2 Corinthians 9:6-7, Proverbs 3:9-10, 1 Corinthians 16:2)

7) Do Follow- Follow spiritual leadership within Biblical limits. Following church leaders is how to stay in favor with Jesus. Following leadership faithfully is also the pathway to being a leader. (Hebrews 13:7,17, 1 Thessalonians 5:12, 1 Peter 5:1,5)

ARTICLE VII– ANNUAL PARTNERSHIP AGREEMENT

Partners of New Hope Church join together to further its mission and express their commitment to each other by annually affirming their commitment to the mission, heart attitudes, values and purposes of New Hope Church.

Partnership Agreements shall be signed and maintained according to New Hope's Bylaws.

Bylaws

ARTICLE VIII– LEADERSHIP

1) Leadership Construct - New Hope is a staff-led church overseen by its Leadership Team. The staff is led by the Senior Pastor. In the absence or incapacity of the Senior Pastor, the designated Executive Pastor shall temporarily assume the duties and responsibilities of Senior Pastor. At the discretion of the Senior Pastor, the designated

Executive Pastor may be any member of the existing paid pastoral staff, who already meets the “Qualifications of Senior Pastor” listed below. In the event both the Senior Pastor and designated Executive Pastor are absent or incapacitated, the Leadership Team shall select an Interim Senior Pastor, as set forth in this Article. In leading New Hope, the Senior Pastor is supported by: the designated Executive Pastor and other paid staff members; standing ministry teams; appointed ad hoc teams; a Leadership Team and Board of Directors (Board) appointed and retained as set forth in these Bylaws; and other volunteers from among the partners and attendees. The powers, business, and property of the Church will be exercised, conducted, and controlled by the Leadership Team for the purposes of overseeing the affairs of the Church with consensus agreement.

2) Senior Pastor

a. Qualifications of the Senior Pastor:

1. He (1 Timothy 2:12 and 1 Timothy 3:1 Corinthians 14:34-35) must be an ordained minister, professing beliefs and values consistent with New Hope’s stated beliefs and values, and living a life consistent with the heart attitudes set forth in the New Hope Constitution;
2. He must meet the criteria set forth in I Timothy 3;
3. He must be sound in doctrine and apt to make good judgment;
4. He must be willing to cooperate with and listen to the sound advice given by the Leadership Team; and,
5. He must be capable of and committed to fulfilling the “Duties and Responsibilities” set forth below.

b. Duties and Responsibilities of the Senior Pastor:

1. Providing spiritual leadership for staff, partners, and attendees:
2. Vision casting;
3. Strategic planning;
4. Exercising overall stewardship of resources and talent God has entrusted to New Hope to effectively advance its stated mission;
5. Serving on the Boards President of the Corporation;
6. Designating an Executive Pastor who will also serve on the Board as Vice-President of the Corporation;

7. Selecting/appointing a qualified Financial Officer who will report directly to the Senior Pastor;
8. Serving on the Leadership Team and being accountable to the other partners of the Leadership Team as set forth in these Bylaws; and,
9. Initiating the process to nominate, approve, and remove members of the Leadership Team as specified in these Bylaws. Appointing members of the Leadership Team to serve on the Board and in specific positions of responsibility on that Board, consistent with the requirements for incorporation in the Commonwealth of Virginia.

c. Manner of Appointment of Senior Pastor - In the event New Hope needs a new Senior Pastor, the Executive Pastor shall serve as the Interim Senior Pastor and shall appoint a new Interim Executive Pastor. If there is no Executive Pastor to take the seat of the former Senior Pastor, then the remaining members of the Leadership Team will appoint a new Interim Senior Pastor. If there are no remaining members of the Leadership Team, then the partners of New Hope will appoint a new Senior Pastor by agreement of a super majority of the partners present and voting at a duly called meeting.

d. Term of Appointment for Senior Pastor- Unless otherwise specified at the time of hiring, the Senior Pastor will serve indefinitely.

e. Removal of Senior Pastor for Disciplinary Reasons - The Leadership Team may make a recommendation to dismiss the Senior Pastor from his position if, after carefully considering all pertinent information and accusations against him and affording him the opportunity to respond, the Leadership Team determines that dismissal is in the best interest of New Hope. The decision to recommend dismissal shall require a supermajority vote of the lay members of the Leadership Team. The recommendation of the Leadership Team shall be presented to the partners in writing at least two weeks before a duly called meeting to vote on the matter. Removal of the Senior Pastor for disciplinary reasons must be approved by a supermajority of the partners present and voting at the meeting called for that purpose. As with church discipline for partners, the goal of discipline is repentance and restoration. As such, the Leadership Team may recommend some measure of discipline short of permanent dismissal. Any recommendation for a lesser measure of discipline is subject to the same voting approval requirements as for a recommendation of dismissal.

f. Removal of Senior Pastor for Reasons of Incapacity – If the Leadership Team has reason to believe the Senior Pastor has become incapacitated in any way that would keep him from performing his responsibilities as Senior Pastor, then the Leadership Team shall fully investigate the circumstances and discuss the situation with the Senior Pastor. If appropriate, the Leadership Team may recommend that the Senior Pastor voluntarily relinquish all or some of his responsibilities to the Executive Pastor for a specified period of time. If the Senior Pastor does not agree with the recommendation of the Leadership Team or if the incapacity is expected to be long-term or permanent, the Leadership Team may initiate the process to remove and replace the Senior Pastor, consistent with the

meeting and voting requirements required for removal for disciplinary reasons as set forth in these Bylaws.

g. Upon the resignation, retirement, removal or death of the Senior Pastor, the Leadership Team will form a Pastoral Search Team (PST). The PST shall be comprised of members from a broad cross-section of the New Hope partnership. All members of the PST shall be New Hope partners, and at least fifty percent (50%) of the members of the PST shall be New Hope partners who are not members of the Leadership Team, paid New Hope Staff, or immediate family members of members of the Leadership Team or paid New Hope staff. This broad consideration will ensure that most pastoral needs will be addressed in the selection of a new Senior Pastor. The PST will accept recommendations from credible sources for candidates, including, but not limited to, the departing Senior Pastor, devoted followers of Christ within the partners, and Associations (NORTHSTAR, Virginia Baptist, etc.). As many of the PST members as possible, but at least half for each occasion, will interview each candidate for alignment with New Hope's Heart Attitudes, beliefs, closely held tenets, and Core Values. The central requirement of the candidate Senior Pastor will be his commitment to minister to a multifaceted urban population and to lead all people to become fully devoted followers of Christ within New Hope's theological and operational frameworks. Furthermore, the PST will seek to determine if the potential Senior Pastor's leadership philosophies align with the New Hope staff, church programs, and operational methodologies. Once 2-3 candidates have been selected as potential Senior Pastor, those candidates will be invited to teach for services at New Hope for the entire partnership and attendee population to hear. Furthermore, the PST will present interview results concerning each presented candidate to the partners of New Hope Church. Thereafter, a meeting shall be scheduled by the PST to answer questions partners may have regarding the candidates. Not sooner than two (2) weeks after the candidates have provided their sermons, the PST has presented the interview results to the partners of New Hope Church, and the aforementioned meeting has occurred, the Board will present the candidates for selection by vote to the New Hope Partnership. The Board shall oversee the voting process. The Secretary shall record and validate the results and notify the partners of the results. If a candidate receives a majority of partners' votes, he will be invited to fill the Senior Pastor position at New Hope Church. If no candidate receives a majority of partners' votes as a result of the first vote, a second runoff vote shall be held among the two (2) candidates who received the highest number of votes in their first vote. The candidate who receives a majority of the partners' votes during the runoff vote will be invited to fill the Senior Pastor position at New Hope Church.

If the candidate selected by the partners' votes does not accept the Senior Pastor position a vote among the remaining candidates will be held. [The PST will conduct an additional search for candidates pursuant to this section]

3) Leadership Team

a. Composition – The Leadership Team shall be comprised of the Senior Pastor, the designated Executive Pastor, and between three and thirteen lay members (i.e., non-staff). A lay partner, who, during his or her tenure on the Leadership Team is hired to fill a paid staff position at New Hope, may remain on the Leadership Team for up to 90 days

after accepting the position, subject to the limitation that at no time shall paid staff comprise more than 50 percent of the Leadership Team. The decision to retain on the Leadership Team (for up to 90 days) an individual who has been hired onto staff shall require approval of a simple majority of the other members of the Leadership Team.

In addition to the lay partners mentioned above, the Treasurer, who is also the Head of the Finance Team, shall serve as an advisor to the Leadership Team for financial and budget matters. The Treasurer is appointed through a process that is separate and apart from the appointment process for other lay members of the Leadership Team.

b. Qualifications for lay partners - In general, to qualify as a lay member of the Leadership Team, the individual must have a solid relationship with Christ and be a partner in good standing at New Hope for not less than three years. The attributes of these leaders should follow the pattern found in 1 Timothy 3:1-7, which includes: having a good reputation within and outside the Church; having a healthy family life; and having a pattern of self-control in temper, finances, alcohol, relationships, and other areas. In addition, the individual should not be a new believer but one who has a track record of trusting, obeying, and serving God. He or she should be able to discern truth. As partners in good standing at New Hope, candidates should be living out the Heart Attitudes, active in a small group, serving on a ministry team, and committed to tithing.

c. Process for appointment of lay partners

1. Announcement of opportunity— Annually, the Senior Pastor shall announce to all Church partners that all lay positions on the Leadership Team are up for replacement or for review and affirmation. The Senior Pastor shall specify if any of the positions are currently vacant or if he intends to appoint any additional members to the Leadership Team for the coming year. The Senior Pastor may also initiate the process to replace members of the Leadership Team as necessary at any time.
2. Nomination process - The Senior Pastor shall solicit current members of the Leadership Team, ministry team leaders, small group leaders, and staff members for nominees to fill Leadership Team positions. The Senior Pastor is not limited to these recommendations, nor is he compelled to carry forward for further consideration the name of any nominee. The Senior Pastor shall seek the advice of the existing Leadership Team prior to announcing his tentative selection(s).
3. Announcement of tentative selections and comment period – The Senior Pastor shall announce his tentative selection(s) to all New Hope partners and provide a period of not less than two weeks during which time any questions concerning the character or suitability of the nominee may be challenged by any New Hope partner discreetly and constructively. Comments shall be reviewed by the current Leadership Team and a recommendation for further action shall be made to the Senior Pastor. During the two-week comment period, New Hope partners shall also have

the opportunity to challenge or support the suitability for continued service of the current members of the Leadership Team (this process is referred to as “review and affirmation.”)

d. Appointment – Once the Senior Pastor’s nominee(s) have successfully cleared the comment period and the Senior Pastor has obtained the approval of a simple majority of the Leadership Team, the Senior Pastor shall appoint the individual(s) and announce the appointment(s) to the New Hope partners. At that point, the term of service on the Leadership Team for the individual(s) will begin. An individual’s term of service is not interrupted by the annual review and affirmation process.

e. Term of Service Limitations – Typically, lay members of the Leadership Team shall not serve on the Leadership Team for more than five years consecutively, and members shall have at least one year of not serving on the Leadership Team between appointments. However, the Senior Pastor is authorized to deviate from this limitation in order to assure continuity of leadership or completion of certain tasks. The Senior Pastor shall stagger the terms of members of the Leadership Team to provide for effective continuity of leadership at New Hope. Once the transition into the appointment process set forth herein is completed, there shall be no instance where a member of the Leadership Team serves in that capacity for a period of more than six years consecutively.

f. Other Restriction for Serving on the Leadership Team – Members of the Leadership Team may not serve on the Leadership Team concurrently with anyone related to them by blood or by marriage.

g. Duties and Responsibilities of the Leadership Team –The members of the Leadership Team serve concurrently as members of the Board. For the specific duties and responsibilities listed below a parenthetically enclosed “B” designates matters that will always be for consideration by the Board. That designation is in no way intended to limit matters appropriate for consideration by the Board, which are further discussed under the Corporate Leadership section of these Bylaws. Leadership Team shall:

1. Provide spiritual support by prayerfully giving necessary aid, comfort, instruction, guidance, protection, and correction, as well as counsel, wisdom, and fellowship to the Senior Pastor (2 Timothy 3:16-17; Acts 15);
2. Provide advice and counsel to the Senior Pastor on significant matters;
3. Serve as, or designate the individuals to serve as, the search team for a new Senior Pastor;
4. Work with the Senior Pastor and staff to set significant church-wide policies as required;
5. Approve church policy regarding nepotism and make decisions for specific circumstances arising pursuant to that policy.

6. Determine which major events or decisions not specified for partner voting in these Bylaws are significant enough to require a vote of the partners, and determine what percentage of voting partners will be required for approval;
7. Be available to listen to and investigate, as appropriate, complaints/ allegations against the Senior Pastor;
8. Be responsible for the maintenance of scriptural discipline within New Hope and its partnership;
9. Protect the interests of the partners of New Hope consistent with this Constitution and Bylaws;
10. Approve decisions pertaining to New Hope's affiliation with other churches and organizations;
11. Approve significant changes to the New Hope operating and financial policies and procedures. (B – for financial)
12. Serve on the Board for the Corporation (B);
13. Hold corporate positions as may be designated by the Senior Pastor and approved by the other members of the Leadership Team (B);
14. Set the Senior Pastor's salary and compensation package(B);
15. Negotiate and approve severance payment upon removal of Senior Pastor (B);
16. Certify the accuracy and integrity of every partnership vote (B);
17. Approve the annual budget before it goes out for partnership vote (B).

h. Resignation or Removal of Lay Members of the Leadership Team –Leadership Team members will typically be removed from the Leadership Team at the discretion of the Senior Pastor during the annual review and affirmation process, consistent with term of service limitations and the need for continuity on the Leadership Team. Removal via this process does not require approval of the Leadership Team. Members of the Leadership Team may, at any time, submit to the Senior Pastor a written request to be removed from the Leadership Team. Such resignations shall be discussed by the Leadership Team and approved with the vote of a simple majority of the Leadership Team members.

i. Removal for Cause - Members of the Leadership Team may be removed for failure to comply with the spirit or intent of the New Hope Constitution and Bylaws or for behavior inconsistent with the qualifications set forth above. Such removal requires a supermajority vote of the other members of the Leadership Team.

j. Safeguard Against Conflicts of Interest - In no case shall a member of the Leadership Team participate in deliberations or a vote on a matter in which that member has significant personal or financial interest.

k. No Compensation for Leadership Team - No salary or compensation shall be paid to any member of the Leadership Team in their capacity on the Leadership Team, including their capacity as Board Members.

4) Corporate Leadership

a. General – New Hope Church, Inc., has certain responsibilities and requirements consistent with the laws pertaining to tax-exempt corporations in the Commonwealth of Virginia.

b. Board of Directors - Every member of the Leadership Team shall concurrently serve as a member of the Board. The New Hope Treasurer shall also serve as a member of the Board. All corporate powers shall be exercised by or under the authority of the Board. When the members of the Leadership Team meet to conduct the business of the Board, the meeting shall be designated as a Board Meeting.

c. Corporate Officers - The Senior Pastor shall serve as President of New Hope Church, Inc., (“the Corporation”). The Executive Pastor shall serve as the Vice-President of the Corporation. The Senior Pastor shall appoint individuals from among the lay members of the Leadership Team to serve in positions of responsibility for purposes of meeting the legal requirements of incorporation in the Commonwealth of Virginia and to ensure the business of the Corporation is managed in the best interest of the partners, consistent with the Articles of Incorporation and this Constitution and Bylaws. Appointments to each position on the Board (other than President and Vice-President) shall be made by the President annually, subject to approval by a simple majority of Board members, excluding the proposed appointee. In addition to the President and Vice-President, the Board shall have, at a minimum:

Chairman of the Board – The Chairman is responsible for recommending to the President and other members of the Board when a matter is suitable for consideration by the Board (versus a matter for the Leadership Team or some other designated individual or group.) The Chairman is responsible for scheduling and conducting Board meetings; for ensuring that quorum and voting requirements are met; and, for ensuring that meeting minutes are properly recorded and retained by the Secretary.

Treasurer – The position of Treasurer of New Hope and of the Board shall always be held by the Head of the Finance Team (see herein Article on Fiscal and Financial Leadership and Oversight). While the Treasurer participates only in an advisory capacity on financial matters before the Leadership Team, the Treasurer is a full member of the Board for all matters before the Board.

Secretary – The Secretary of New Hope and of the Board shall keep in a suitable book or file a record of all actions and minutes of the Board and of the Church. The Secretary shall monitor the retention of all records designated for retention (see herein Article on Record Keeping and Inspection).

d. Scope of Responsibility – The Board shall oversee legal as well as significant financial and administrative matters of New Hope. Financial matters requiring Board oversight and approval include approving the annual budget and financial matters beyond the scope of the annual budget. Any matter on which partners have the privilege to vote shall first be approved by the Board. For any matter being considered by the Leadership Team, any member of the Leadership Team may recommend that the matter being considered should instead be considered and decided by the Board. The matter will be deferred to the Board for consideration if a simple majority of the Leadership Team so decides.

e. Board Meetings and Records – The Chairman shall convene at least two meetings of the Board annually. Minutes of every meeting designated as a Board meeting shall be recorded by the Secretary, and that record shall be retained.

f. Quorum for Board Meetings – The Chairman shall make every reasonable effort to ensure that 100 percent of the Board members participate in designated Board meetings. Transactions of any meeting of the Board will be as valid as those taken at a meeting held after regular notice, if a supermajority of the Board members are present. Members who are not present at Board meetings should either: sign a written waiver of notice (a consent to holding the meeting) before the meeting; or after the meeting, approve the minutes. The waiver of notice or consent will specify the purpose of the meeting. All waivers, consents, and approvals will be filed with the corporate records or made a part of the minutes of the meeting. When a member of the Board does not participate in a meeting because they have a close personal interest in the subject matter (e.g., the President/Senior Pastor would not participate in meetings to set his salary and compensation), then that member need not be considered in attaining a quorum or in attaining approval of any matter voted on.

g. Participation by Conference Telephone/Webcam – Members of the Board or Leadership Team, or of any committee may participate in a meeting of the Board, Team or committee by means of a conference telephone, webcam, or similar communications equipment where everyone participating in the meeting can hear each other. Participation by such means shall constitute presence in person at the meeting. When a meeting is conducted by means of a conference telephone, webcam, or similar communications equipment, a written record shall be made of the actions taken at the meeting, noting participation of those who participated and waiver of face-to-face appearance.

ARTICLE IX – FISCAL AND FINANCIAL LEADERSHIP AND OVERSIGHT

1) Overview – New Hope is funded primarily by the generous, sacrificial donations of partners, attendees, and others, as God leads them. New Hope leaders, staff, and

volunteers shall be committed to wise stewardship of all resources entrusted to them in fulfilling the stated mission of New Hope. Financial integrity and accountability are essential in every aspect of New Hope's operations.

2) Financial Officer (FO) – The Senior Pastor shall rely on an individual highly experienced in financial management matters for advice and leadership in managing the finances and budgeting process of New Hope. Ideally, the FO will be a paid staff partner, supported by additional paid staff and volunteers necessary to ensure financial integrity. The FO shall be accountable directly to the Senior Pastor and shall not be subordinate to any other staff member.

3) Treasurer – The Treasurer shall be a volunteer position. The Treasurer shall serve concurrently as the Head of the Finance Team and is the Finance Team's primary liaison to the FO. The Treasurer serves as an advisor to the Leadership Team on financial matters. The Treasurer shall be selected by the Senior Pastor from among the members of the Finance Team and the selection shall be approved by a simple majority of the Leadership Team. The Treasurer shall also serve as a member of the Board.

4) Finance Team – In addition to the Treasurer, the Finance Team shall be comprised of additional members with strong financial background and a strong commitment to New Hope. Members of the Finance Team shall be solicited from among the partnership, recommended by the Treasurer, and approved by a simple majority of the Leadership Team. The Finance Team shall review and propose financial policies and advise the Leadership Team of any significant concerns about New Hope's budgeting or financial management processes. The Finance Team is also responsible for making recommendations to the Leadership Team when a there has been a material change to the structure of the annual budget during the course of the year that would require approval by a vote of the partnership.

5) Financial Reporting and Accountability - The Finance Team shall recommend to the Leadership Team the type and frequency of financial reports and safeguards necessary to maintain financial integrity at New Hope. As approved by the Leadership Team, the Senior Pastor shall direct that the FO provide and retain such financial reports and implement approved safeguards.

6) Budget - An annual operating budget shall be prepared under the guidance of the Senior Pastor and the FO. The proposed budget shall be developed with the cooperation of affected staff members and ministry team leaders and shall be reviewed by the Finance Team. The Finance Team shall make a recommendation to the Leadership Team and advise the Leadership Team of any significant financial implications of the proposed budget. The Board shall approve the proposed budget before it is forwarded to the partnership for a vote. Prior to voting, partners shall have at least two weeks to review the proposed budget. A meeting(s) shall be scheduled by the Leadership Team to answer questions partners may have on the proposed budget prior to the partnership vote. The Board shall oversee the voting process. The Secretary shall record and validate the results and notify the partners of the results.

7) Audit – New Hope shall have an external audit or review conducted annually. During the budget review process for the upcoming year, the Finance Team shall make a recommendation to the Leadership Team as to whether an audit is required in the upcoming year or if a review is satisfactory.

8) Benevolence Fund - Consistent with biblical teaching to share with those in need, the Church may establish and maintain a benevolence fund to meet material and financial needs of its partners and others. The Finance Team shall review the policy for administering the fund and any proposed revision thereto. The Board is responsible for approving/disapproving the policy after considering the advice of the Finance Team.

ARTICLE X – OPERATING POLICIES AND PROCEDURES

At the direction of the Senior Pastor, the designated members of the New Hope staff shall prepare and maintain necessary policies, procedures, job descriptions, hiring guidelines, organization charts, etc., for New Hope to operate efficiently and effectively, consistent with this Constitution and Bylaws. The policies and procedures shall clearly depict the lines of authority and accountability. The policies and procedures shall be kept in the New Hope office and made available for review by any partner. The operating policies and procedures, and substantive changes thereto, shall be approved by the Leadership Team. The Senior Pastor shall designate staff members responsible for an annual review of the operating policies and procedures. Changes to operating policies and procedures may be subjected to a vote of the partnership if so directed by a simple majority of the Leadership Team.

ARTICLE XI– PARTNERSHIP

1) Qualifications- Partnership is open to anyone who is at least 18 years old and who has:

- a. Personally received Jesus Christ as his or her Savior and Lord (i.e., is a believer);
- b. Been baptized since becoming a believer;
- c. Completed the designated pre-partnership class(es);
- d. Written or described their spiritual journey (testimony);
- e. Completed and submitted a Partnership Application; and,
- f. Expressed a desire to become committed to New Hope as a local body of believers by signing (and renewing annually) a Partnership Agreement.

2) Annual Agreement Renewal- Regardless of when an individual initially becomes a new partner, all partners are required to renew their agreement once a year on a common agreement renewal date to be announced annually by the Senior Pastor. As directed by the Senior Pastor and monitored by the Secretary, the New Hope staff shall maintain

records of the partnership and shall initiate the agreement renewal process for each partner. Partners shall be notified in writing of the need to renew their partnership at least 30 days (but not more than 60 days) prior to the common agreement renewal date. The written notification shall include the documents and instructions necessary for timely renewal of the Partnership Agreement. In no case shall any partnership lapse due to a failure of New Hope to initiate the renewal process or to provide appropriate notification thereof.

3) Removal from Partnership Rolls – Partners may be removed from the partnership rolls for any of the following reasons:

- a. Failure to renew their agreement by the designated anniversary date;
- b. Failure to adhere to the Partnership Agreement or for other disciplinary reasons as set forth in these Bylaws;
- c. Death of the partner; or,
- d. Written request of the partner. New Hope is not required to accept a written request for removal from the partnership rolls once the church discipline and restoration process is initiated toward the partner as set forth in these Bylaws.

4) Voting privileges of partners- Every partner shall have the privilege to vote on the following matters:

- a. Annual budget of New Hope and any material change to the structure of the budget during the year;
- b. Acquisition of real property and related indebtedness;
- c. Disposition of all or substantially all of New Hope's assets;
- d. Merger or dissolution of New Hope;
- e. Removal of the Senior Pastor;
- f. Amendments to the Articles of Incorporation, Constitution, or Bylaws of New Hope; and,
- g. Any other major event or decision as designated by the Leadership Team or Board.

5) Notice of pending votes - Partners shall be provided written notice at least two weeks prior to conducting any vote of the partners. The written notice shall include all information (or provide access to information) reasonably necessary for the partner to make an informed decision when voting. The notice shall also make available to the partners the names of individuals from among the Senior Pastor, Leadership Team, or church staff

who are familiar with the matter being voted upon for the purpose of answering partners' questions. If there is sufficient interest in discussing a matter being voted on, New Hope shall host one (or several) meetings to address the concerns and answer the questions of the partners.

***** Temporary provision relating to annual renewal of Partnership Agreement** – All current members of New Hope shall continue as members for up to ninety (90) days after ratification of this proposed amendment to the Constitution and Bylaws of New Hope. Thereafter, all partners will be required to sign and renew annually a Partnership Agreement. The Partnership Agreement will be essentially the same as set forth in the Constitution.

***** This is the end of the temporary provision relating to the conversion of New Hope to Partnership Agreement.** This temporary provision is self-deleting upon completion of the conversion process described herein.

ARTICLE XII – VOTING

1) Definitions

- a. A simple majority is greater than 50 percent of those present and voting.
- b. A supermajority is at least 75 percent of those present and voting.

2) Partner Voting

a. Partner voting shall be considered valid if 10% of the current partners are present when the vote is conducted. If the quorum requirement cannot be met at the first meeting, then at a subsequent meeting called for the same item(s) of business, those partners present and voting at such subsequent meeting duly noticed and called shall constitute a quorum of partnership for the transaction of business.

b. A simple majority shall be required to approve: the annual budget; material changes to the structure of the budget; the acquisition of real property and related indebtedness; and changes to the New Hope Bylaws.

c. A supermajority shall be required for approval of matters concerning: the disposition of all or substantially all of New Hope's assets; merger or dissolution of New Hope; removal of the Senior Pastor; and amendments to the Articles of Incorporation or the Constitution of New Hope.

d. For other matters subject to a partnership vote by virtue of a decision by the Leadership Team, a simple majority shall be required for approval, unless the Leadership Team specifies a higher percentage.

3) Leadership Team and Board Voting -Unless otherwise specified in this Constitution and Bylaws, votes on matters under the purview of the Leadership Team and the Board require approval by a simple majority of the deciding body. In the case of a tied vote, the Senior Pastor/President may cast the deciding vote. When Leadership Team or Board votes on matters that may directly, personally impact any member of the deciding body, those individuals shall be prohibited from deliberating or voting on that matter.

ARTICLE XIII- CHURCH DISCIPLINE AND RESTORATION

1) General - If a partner is engaged in false doctrine, conduct, or behavior that violates Scripture or that is inconsistent with the Heart Attitudes and the Partnership Agreement (collectively referred to herein as “wrongful behavior”), the partner will be subject to Church discipline. Church discipline is solely the responsibility of the Leadership Team, and the process will be consistent with Matthew 18:15-18; Galatians 6:1-5; and 1 Corinthians 5:1-13.

The Church discipline process can result in exclusion from fellowship and/or removal from New Hope partnership at the discretion of the Leadership Team. Depending on the severity of the allegations and potential risks to other partners, attendees, New Hope, or its affiliates, the Leadership Team may impose whatever restrictions it deems appropriate at any point in the discipline process.

2) Purposes - The purposes of Church discipline are to:

- a. Glorify God by maintaining purity in the local church (I Corinthians 5:6);
- b. Edify believers by deterring sin (I Timothy 5:20); and,
- c. Promote the spiritual welfare of the believer by calling him or her to return to a biblical standard of doctrine and conduct (Galatians 6:1).

3) Process

a. When the Leadership Team learns of a potential issue or circumstance that might require Church discipline, the Leadership Team shall meet to prayerfully and discretely consider the evidence and testimony available.

b. At the discretion of the Leadership Team, additional pertinent evidence and testimony may be sought. If there appears to be a valid reason for concern, the Leadership Team shall provide the partner(s) allegedly involved in the wrongful activity with a brief explanation of the charges. That partner(s) shall be provided reasonable notice (at least one week) and invited to meet with the Leadership Team to discuss the matter. If there is found to be sufficient evidence of wrongful behavior, and, if after the

partner has been appropriately confronted in love, he or she refuses to repent, or, if the partner refuses to cooperate in the discipline process to allow for a full investigation, then the Leadership Team shall inform the partner of discipline/exclusion. At its discretion, the Leadership Team may inform the staff, small group leaders, and other New Hope leaders of the action in order that the individual may be called to repentance or to protect the interests of New Hope and its partners. If the individual demonstrates repentance, then the disciplinary action will not be taken or, if taken already, restoration may be considered. If, however, the individual does not repent in response to the Leadership Team, then the partner may (at the sole discretion of the Leadership Team) be publicly excluded from the Partnership of the Church at a scheduled meeting. If the individual, after such exclusion, heeds the warning, demonstrates repentance, and requests reinstatement, then the Leadership Team shall consider restoration of all or part of the rights, duties, privileges, and responsibilities of partnership, depending on the circumstances.

4) Partner agreement - The partners of New Hope agree that there will be no appeal to any court or arbiter due to any disciplinary action consistent with the guidelines stated above or the necessary public statements to the congregation at any stages of Church discipline and restoration process. If the discipline process has begun or if the partner is under discipline by the Leadership Team, the partner forfeits and waives the right to resign from New Hope. Resignations from partnership are possible only by partners who are in good standing and who are not under any disciplinary investigation or action.

ARTICLE XIV – BIBLICAL COUNSELING

New Hope Pastors, lay staff members, ministry team leaders, and small group leaders are often called upon to counsel partners and attendees of New Hope. The counseling provided by New Hope is from a biblical perspective and will not necessarily comport with secular counseling. Also, pastoral and lay counselors at New Hope cannot be expected to have the same level of expertise in every subject area as professionals in those areas (e.g., legal, financial, medical, or technical fields). Those seeking counseling at New Hope are advised to read “Biblical Counseling at New Hope Church,” which is available from any New Hope pastor or small group leader.

ARTICLE XV - MISCELLANEOUS PROVISIONS

1) Confidentiality - The Bible teaches that Christians should carefully guard any personal and private information that others reveal to them. Protecting confidences is a sign of Christian love and respect (Matthew 7:12). It also discourages harmful gossip (Proverbs 16:28; 26:20), invites confession (Proverbs 11:13; 28:13; James 5:16), and encourages people to seek needed counseling (Proverbs 10:19; Romans 15:14). Since these goals are essential to the ministry of the Gospel and the work of New Hope, all partners are expected to refrain from gossip and to respect the confidences of others. In particular, our Pastors, Leadership Team, and Small Group Leaders will carefully protect all information that they receive through pastoral counseling.

2) Non-financial interest – No one serving New Hope in a paid or volunteer position shall participate in any decision-making process wherein that individual has a personal (extending but not limited to relations by blood or marriage) financial interest.

3) Personal liability - No partner of New Hope, nor any officer thereof, nor any member of the Board shall, by virtue of such membership, office, or position, incur or be subject to personal liability to any extent for any indebtedness, obligations, acts or omissions of New Hope.

4) Contractual authority - The Senior Pastor shall be authorized to sign all contracts and to designate staff members and ministry team leaders to incur certain expenses as provided for in the policies and guidelines reviewed by the Finance Team and approved by the Board. After consulting the Finance Team, the Board may expressly authorize any officers or agents of New Hope to enter into any contract or execute and deliver any instrument on behalf of the Church including any real estate transactions and encumbrances.

5) Endowments - The Board may establish on behalf of New Hope any endowments for general purposes or for a special purpose.

6) Designated contributions – New Hope may accept any designated contribution, grant, bequest, or devise consistent with its general tax exempt purposes, as set forth in the Articles of Incorporation. Donor designated contributions will be accepted for special funds, purposes, or uses, and such designations generally will be honored. However, New Hope will reserve all rights, title, and interest to control such contributions. In addition, New Hope has full discretion as to the ultimate expenditure or distribution of contributions in connection with any funds (including designated contributions) to assure that such funds will be used to carry out New Hope's tax-exempt purposes.

7) Indemnification - Anyone made or threatened to be made a party to any action or proceeding, whether civil or criminal, by reason of the fact that he/she, his/her testator, or in testate, is or was, employee, or agent of the Church, may be indemnified by New Hope. New Hope may advance his/her related expenses, to the full extent permitted by law. New Hope may purchase and maintain insurance to indemnify itself for any obligation that it incurs as a result of the indemnification specified above or for members of the Board.

8) Political Activity - No contribution of money, property, mailing lists, or services to any political candidate, party, organization, committee, or individual, or for any other political purpose whatsoever may be made on behalf of New Hope or at the expense of New Hope. Leaders, partners, and staff are free to personally participate and contribute to political functions on their own time, in their own name, away from New Hope premises.

9) Partnerships, Joint Ventures, LLC's, and Auxiliary Corporations - The Board may authorize in writing any officer(s) or agent(s) of New Hope to enter into any partnerships or joint ventures or create auxiliary corporations or limited liability companies that the Board determines will advance the religious purposes and goals of the partners as described herein and not violate New Hope's tax-exempt status.

10) Property Rights - All property, real or chattel, will be taken, held, sold, transferred, or conveyed in the corporation's name.

11) Transactions with Interested Parties –A “Transaction with an Interested Party” is a contract or other transaction between New Hope and one or more of its board partners, staff, or team members (hereinafter “Interested Party”). It can also be a transaction between New Hope and any other entity, where any Interested Party has a financial interest in the other entity. Interested Party status extends to individuals related to Interested Parties by blood or by marriage. This type of transaction will be voidable at the sole election of New Hope unless all of the following provisions are satisfied:

- a. New Hope entered into the transaction for its own benefit;
- b. The transaction was fair and reasonable to New Hope and was in furtherance of its tax-exempt purposes at the time New Hope entered into the transaction; and,
- c. The Board, in good faith, after reasonable investigation and consideration, approves the transaction by a simple majority vote. In their deliberations, the Board must determine that New Hope could not have obtained a more advantageous arrangement with reasonable effort under the circumstances and that the transaction was in furtherance of the Church's tax-exempt purposes. Board members shall not vote on matters for which they are Interested Parties.

ARTICLE XVI- RECORD KEEPING AND INSPECTION

1) With the support of staff as directed by the Senior Pastor, the New Hope Secretary shall ensure the following records and reports are maintained:

- a. Correct books and records of governing documents, financial accounts, and annual reports (financial and otherwise).
- b. Written minutes of the proceedings of its Board meetings.
- c. The current partnership rolls, containing the partners' names and addresses, contribution statements, and other partner information for the past five years. Current Partnership Agreements shall be on file for every partner.

2) Storage - All such records shall be kept at New Hope's principal office in a fire-proof safe or file cabinet. If electronic files and records are retained, safety and security precautions appropriate to the medium used shall be implemented. New Hope may also maintain any other records as may be deemed necessary or useful in the pursuit of its tax-exempt purposes.

3) Inspection –Records are not to be open to public view or dissemination. However, any partner may request to inspect the records of New Hope within normal business hours in the New Hope offices upon written request delivered to any member of the Leadership Team. The written request will state the time and reason for which inspection is desired

and will be delivered to the Leadership Team at least ten business days prior to the proposed date of inspection. The Leadership Team has the sole discretion to determine what, if any, records should be disclosed. Copies of any disclosed records of the Church will be made available to the partner upon payment of a reasonable charge per page for such copies. However, individual records of contributions, personnel records, and other confidential records as designated by the Leadership Team will not be subject to disclosure.

ARTICLE XVII - BIBLICAL SETTLEMENT OF DISPUTES WITHIN OR AGAINST NEW HOPE

In any dispute arising between or among New Hope partners, pastors, or staff, the dispute may be resolved by the Board (or a duly appointed team under the Board) under the rules in these Bylaws. Any dispute between a partner and New Hope shall be resolved through Christian Conciliation. Christian mediation should be attempted, but if it does not resolve the dispute then legally binding Christian Arbitration shall be employed by the Board or individuals selected by the Board in accordance with the *Rules of Procedure for Christian Conciliation* of Peacemaker Ministries found at www.HisPeace.org. Judgment upon an arbitration decision may be entered in any court otherwise having jurisdiction. Jurisdiction and venue shall be the county and state where the New Hope is located, and Virginia law will apply to dispute. All New Hope employees shall be required to sign policies or contracts with the Christian Dispute Resolution clause from the Christian Conciliation Rules and Procedures published at www.HisPeace.org. Contractors and vendors of the Church may be asked to sign these policies or contracts as well.

Partners, pastors, and staff, as well as third party vendors/contractors who agree to these terms, shall understand that these methods shall be the sole remedy for any controversy or claim arising against New Hope and expressly waive their right to file a lawsuit in any civil court against one another or New Hope for such disputes, except to enforce an arbitration decision. In that case, judgment upon an arbitration award may be entered by any court having competent jurisdiction, in conformity with the laws of the Commonwealth of Virginia. Notwithstanding this above provision, to protect New Hope and its partners and under its risk policy procedures, New Hope is required to maintain liability insurance. Therefore, this conflict provision is conditioned upon agreement by New Hope's insurers that, in light of the particular facts and circumstances surrounding the disputed matter, this provision and the process it establishes will not diminish any insurance coverage maintained by the church.

ARTICLE XVIII –AMENDMENTS

Proposals for changes, additions, and/or deletions to this Constitution and Bylaws may be initiated by the staff, Leadership Team, Board, or any partner. After prayerful consideration and approval by a supermajority (75 percent) of the Leadership Team (or of the Board if the changes have financial implications), the proposal will be brought to the partners of New Hope for ratification. Ratification of the Constitution amendments shall require a supermajority (75 percent) vote by the partners present and voting at any duly called meeting for that purpose; the text of any proposed changes or additions shall be distributed to New Hope partners at least three weeks prior to the meeting date.

Ratification of the Bylaws' amendments shall require a simple majority vote by the partners present and voting at any duly called meeting. The text of any proposed changes or additions to the Bylaws shall be distributed to New Hope partners at least two weeks prior to the meeting date. Unless otherwise specified in writing prior to partnership vote, amendments shall be implemented within 90 days of the date the Secretary, acting on behalf of the Board, certifies that the partnership vote has resulted in ratification.