

CONSTITUTION & BYLAWS OF RESONATE CHURCH
Janesville, Wisconsin
Approved August 4, 2024

CONSTITUTION

ARTICLE I: PREAMBLE

We, the members of Resonate Church of Janesville, Wisconsin, declare and establish this constitution to preserve and secure the principles of our deeply held faith and to govern the body in an orderly manner. We hereby enact this Constitution and Bylaws to govern this church dedicated to the body of Christ in accordance with I Corinthians 14:40.

ARTICLE II: NAME

The name of this church shall be Resonate Church, hereafter referred to as the “Church” or “We”, incorporated as RESONATE CHURCH, INC., with the state of Wisconsin on March 15, 2016.

ARTICLE III: STATEMENT OF FAITH

The Church shall hold to faith and practices that are consistent with *The Baptist Faith and Message 2000*. As a result of our deeply held belief in the application of the Holy Bible to our daily lives, we also hold to the Specific Biblical Articles of Faith in Appendix 1 as well as the following:

- We believe that God wonderfully creates humanity in two immutable sexes as male or female. These two distinct, complementary sexes together reflect the image and nature of God (Gen. 1:26-27). Rejection of one’s biological sex is a rejection of the image of God within that person.
- We believe the term “marriage” has only one meaning: the uniting of one man and one woman in a single, exclusive union, as delineated in Scripture (Gen. 2:18-25). We believe that marriage between one man and one woman, for life, uniquely reflects Christ’s relationship with His Church (Eph. 5:21-33). We believe that God intends sexual intimacy to occur only between a man and a woman who are married to each other (1 Cor. 6:18; 7:2-5; Heb. 13:4). We believe that God has commanded that no intimate sexual activity be engaged in outside of a marriage between a man and a woman.
- We believe that any form of sexual immorality (including adultery, fornication, homosexual behavior, bisexual conduct, or use of pornography) is sinful and offensive to God (Matt. 15:18-20; 1 Cor. 6:9-10).
- We believe that God offers redemption and restoration to all who confess and forsake their sin, seeking His mercy and forgiveness through Jesus Christ (Acts 3:19-21; Rom 10:9-10; 1 Cor 6:9-11).
- We believe that every person must be afforded compassion, love, kindness, respect, and dignity (Mark 12:28-31; Luke 6:31). Hateful and harassing behavior or attitudes directed toward any individual are to be repudiated and are not in accord with Scripture.
- We believe that all human life is sacred and created by God in His image. Human life is of inestimable worth in all its dimensions, including pre-born babies, the aged, the physically or mentally challenged, and every other stage or condition from conception through natural death. We are therefore called to defend, protect, and value all human life. (Ps. 139.)

ARTICLE IV: PURPOSE AND MISSION

PURPOSE: Reaching out to build genuine relationships for Christ and Janesville.

MISSION: Resonate Church exists to glorify God and make disciples by:

- beginning a personal relationship with Christ,
- becoming like Christ,
- belonging to Christ's family,
- expressing love to God, and
- extending love to people.

This we seek to do in obedience to the Great Commandment and the Great Commission for the advancement of the Kingdom of God through His church.

ARTICLE V: OUR SOURCE OF AUTHORITY

The Holy Bible is the inspired Word of God and is the basis of our doctrine, faith, and practice.

ARTICLE VI: ORDINANCES

The ordinances of the church are Believer's Baptism and the Lord's Supper.

ARTICLE VII: AFFILIATIONS

This Church is autonomous and maintains the right to govern its own affairs, independent of any denominational or governmental control. Recognizing, however, the benefits of cooperation with other churches in global missions, this Church voluntarily affiliates with the Southern Baptist Convention in its national, state, and local expressions but may cooperate, through association or otherwise, with other churches and ministries of like faith and practice. Cooperation may be altered as decided by the Church.

BYLAWS OF RESONATE CHURCH
Janesville, Wisconsin
Approved August 4, 2024

ARTICLE I: CHURCH GOVERNMENT

The Ministerial Leadership (as defined in Article IV), chosen by the congregation, are responsible for overseeing the church with interpretive authority of the Bible and are ultimately accountable to God for the proper shepherding of its members.

ARTICLE II: CHURCH MEMBERSHIP

SECTION I: QUALIFICATIONS FOR MEMBERSHIP

- A. A personal commitment of faith in Jesus Christ for salvation, and
- B. Baptism by immersion as a testimony of salvation, and
- C. Completion of the Church's membership class at the age of 15 years or older, and
- D. A commitment to abide by the membership covenant (See Appendix 2).

SECTION II: BASIC VOTING RIGHTS OF MEMBERSHIP

Every active and present member shall have the right to one vote on the following matters without proxy:

- A. The annual budget of the Church,
- B. The disposition of all, or substantially all, of the assets of the Church,
- C. The merger or dissolution of the Church,
- D. The acquisition of real property and related indebtedness,
- E. Amendments to the Church Constitution or Bylaws of the Church,
- F. The establishment of paid ministerial staff positions
- G. The approval of a candidate for the office of pastor.
- H. The approval of candidates for the church's leadership team and deacons.
- I. Matters beyond the purview of the leadership team.

SECTION III: TERMINATION OF MEMBERSHIP

Members shall be removed from the Church roll for the following reasons:

- A. Death
- B. Transfer of membership to another church
- C. By personal request of the member
- D. The member's conduct is not in accordance with the membership covenant in such a way that the member hinders the ministry influence or reputation of the Church in the community. In which case the procedure for the dismissal of a member shall be according to Matthew 18:15-17.

SECTION IV: RESTORATION OF MEMBERS

Restoring people to God and to the church is the ultimate goal of church discipline. Reinstatement of membership will be made when the dismissed member carries out the instructions given by the ministerial leaders involved at the third phase of Matthew 18:15-17.

ARTICLE III: MEMBERSHIP MEETINGS

SECTION I: ANNUAL MEMBERSHIP MEETING

An annual meeting of the members shall be held for approval of the annual budget and any other appropriate agenda items. Subject to Section II, Article II, any business may be conducted at this meeting.

SECTION II: SPECIAL MEMBERSHIP MEETINGS

The Leadership Team or the Senior Pastor may call special meetings at any time for any purpose by giving notice to the members in accordance with Section III of this Article.

SECTION III: REQUIREMENTS AND NOTICE FOR MEMBERSHIP MEETINGS

A. General Requirements.

Whenever members are required or permitted to take any action at a meeting, notice shall be given to members on at least two Sundays prior to a meeting. Notification of membership meetings shall be given in any of the following manners, each of which shall be deemed to be a reasonable method of calling a membership meeting:

- a. Distribution of written material to the congregation in attendance at a Sunday service;
- b. Oral announcement to the congregation at a Sunday service; or
- c. Delivery by mail to each member identified on the membership roll.

B. Notice and process of Certain Agenda Items.

For proposals in any of the areas spelled out in Article II Section II of these bylaws, notification must include specification of the general nature of the proposal and may be approved with a minimum vote of 80%.

SECTION IV: CHURCH MEETING GUIDELINES

Quorum: A quorum for Membership Meetings consists of those in attendance who have voting powers as prescribed in these bylaws, provided it has been properly called.

Parliamentary Rules: ROBERT'S RULES OF ORDER, REVISED, shall be used by the moderator as a guide to procedure for membership meetings.

ARTICLE IV: MINISTERIAL LEADERSHIP OFFICES OF THE CHURCH

Ministerial Leadership Offices of the Corporation shall include Senior Pastor and Pastoral Staff. All officers and volunteers, including those in ARTICLES IV, V, and VI, must affirm by signature the Code of Christian Conduct in Appendix 5. Ministerial Leadership Officers may appropriate budgeted expense items without congregational approval and non-budgeted expense items not to exceed \$2000 without congregational approval provided these expenses are subsequently accepted by officers in an appropriate budget line item.

SECTION I: THE OFFICE OF SENIOR PASTOR

The Senior Pastor serves as the lead shepherd of the church family under Christ.

A. Ascension to Office

- a. When the office of Senior Pastor is vacated, the Leadership Team shall appoint a Pastor Search Team (PST) and provide them with a procedural guideline to follow. The PST shall include at least two members of the leadership team and be comprised of both men and women.
- b. When the PST is satisfied and prepared, they will present their candidate to the congregation for their approval by secret ballot vote.
- c. Qualifications:
 - i. A Candidate for Senior Pastor must:
 1. Be a man who conforms in experience and practice with the spiritual leadership qualifications as outlined in 1 Timothy 3:2-7, Titus 1:6-9, and 1 Peter 5:1-11.
 2. Subscribe fully to the Resonate Church Statement of Faith in Article III of the Constitution and Appendix 1 of these Bylaws.

B. Release from Office

- a. Acceptable reasons for dismissal shall be the following:
 - i. Personal reasons that he himself determines keep him from effectively fulfilling his duties.

- ii. Failure to maintain testimony consistent with leadership qualifications as outlined in 1 Timothy 3:2-7 and Titus 1:6-9.
- iii. Failure to fulfill the duties of Senior Pastor.
- b. In the dismissal of the Pastor, the church shall provide any accrued paid vacation plus severance equal to a total of 90 days of pay.
- C. General Job Description
 - a. The Senior Pastor shall lead the leadership team.
 - b. He shall carry the primary duties of preaching, teaching, and casting vision.
 - c. He shall serve as moderator of the church, but in his absence, a fellow Ministerial Leader will be asked to fill in.
 - d. He shall be an ex-officio member of all organizational teams, and they shall recognize his spiritual leadership.

SECTION II: MINISTERIAL STAFF

Ministerial Staff shall be called and employed as the church determines the need for such offices and as financial abilities allow. Persons carrying the title of *pastor* shall be subject to the same qualification as Senior Pastor as outlined in 1 Timothy 3:2-7, Titus 1:6-9, and 1 Peter 5:1-11. Procedure for release from office shall be the same as that of pastor (Article IV Section I Paragraph B). In the dismissal of a ministerial staff person, the church shall provide any accrued paid vacation plus severance equal to a total of 30 days of pay if ministerial staff/leader or 90 days for a ministerial staff titled *pastor*.

ARTICLE V: OTHER OFFICES OF MINISTRY

SECTION I: MINISTRY COORDINATORS

Ministry Coordinators are individuals who have been appointed to the leadership of a ministry area determined necessary or beneficial to the fulfilling of the church's purposes. They will have completed the church's ministry assessment profile and have entered into the church's ministry covenant (Appendix 4). They serve under and are accountable to a senior leader. They will assist in recruiting and training ministry team members who will serve with them.

SECTION II: MINISTRY TEAMS

Ministry teams are groups who serve in conjunction with a ministry coordinator in a specific ministry area.

SECTION III: DEACONS

The deacon body will be the main participant in the service of the membership and will represent the heart of Christ in service to the body. Deacons will act as servants only with no administrative role within the church other than in areas of serving the body of believers (unless the deacon is also elected to fill an officer's position at the same time). The deacon body shall operate in accordance with Appendix 3: Servant Leaders (Deacons).

ARTICLE VI: GENERAL OFFICES OF THE CORPORATION

The General Offices of the Corporation shall be Trustees, Treasurer, and Secretary/Clerk.

SECTION I: GENERAL GUIDELINES FOR ASCENSION TO AND RELEASE FROM OFFICE:

- A. Ascension to Office - A potential candidate must be an active member, must be reviewed, and approved by the Ministerial Leadership and confirmed by the church. These general officers must be present at the meeting in which they are selected.
- B. Release from Office - General officers may be released from office for any of the following reasons:

- a. Resignation
- b. Failure to fulfill job description as stated below.
- c. Failure to carry oneself in compliance with the membership covenant.
- d. Non-compliance with, the undermining of, or disloyalty to the Ministerial Leadership's appropriate guidance.
- e. Promoting discord among the congregation.

Release of a general officer is carried out by a consensus of the Ministerial Leadership to accept or request resignation.

SECTION II: JOB DESCRIPTIONS

- A. Trustees – Trustees shall serve as the legal officers of the church who sign for, as corporate officers, the property of the church, who upon specific congregational vote of the church shall buy, sell, lease, or transfer any church property; and who shall sign legal documents related to congregation-approved matters. In the event that the number of trustees is not at least three, the Leadership Council shall appoint other members in the congregation to serve as legal officers.
- B. Treasurer - Treasurer should exemplify financial and moral integrity and money management skills in his or her personal finances.
 - a. Maintain accurate records of income and expenses of church
 - b. Pay church financial obligations in the priority of staff 1st and accounts 2nd
 - c. Report Financial health to the Leadership Council and Ministerial Leadership promptly
- C. Secretary/Clerk - Maintain accurate minutes of all Leadership council and official congregational meetings and provide typed minutes for the following meeting. Secretary shall store minutes and records in computer form. Maintain accurate records of membership activity and report activity to Leadership. These roles may be separated if desired.

ARTICLE VII: LEADERSHIP TEAM

SECTION I: MAKE-UP & ORDER

Members of the Leadership Team shall be Ministerial Leadership Officers and specified Ministry Leaders, which may vary as suggested by the Leadership Team and approved by the Senior Pastor and Ministerial Staff. All active members are welcome to attend and participate in discussion of decisions being deliberated. Motions, seconds, recommendations, and voting rights shall be limited to the members of the Leadership Team.

SECTION II: PREROGATIVES

The Leadership Team shall have the following prerogatives:

1. Appropriate budgeted expense items not to exceed \$1000 without congregational approval.
2. Approve or disapprove motions, seconds, and/or recommendations brought by Leadership Team members in all areas not mentioned in Article II, Section II.

SECTION III: MEETINGS

Regular Meetings – The Leadership Team shall meet to conduct business appropriate to its authority. Its meetings shall be posted on the Church's scheduling app.

SECTION IV: CHURCH MEETING GUIDELINES

Quorum: A quorum for Leadership Team consists of those in attendance who have voting powers as proscribed in these bylaws provided it has been properly called.

Parliamentary Rules: ROBERT'S RULES OF ORDER, REVISED, shall be used by the moderator as a guide to procedure for leadership council.

ARTICLE VIII: CHURCH ORDINANCES

SECTION I: Baptism:

A person who receives Jesus Christ as Savior by personal faith, who professes Him publicly at any worship service, and who indicates a commitment to follow Christ as Lord, shall be received for baptism. Baptism shall be by immersion in water to symbolize the death, burial, and resurrection of Jesus unless extenuating circumstances warrant other modes.

SECTION II: Lord's Supper:

The Lord's Supper is a symbolic act of obedience whereby Christians, through partaking of the bread and fruit of the vine, commemorate the death of Jesus Christ and anticipate His Second Coming. The ordinance of the Lord's Supper is open to all those who surrendered their lives to the Lord Jesus Christ and have made a life commitment to Him. It shall be taken by the individual in accordance to I Corinthians 11:23-34.

ARTICLE IX: AMENDMENTS

All proposed amendments to these Bylaws must be presented in writing via the Ministerial Leadership Officers for discussion and approval at a Church meeting. Votes on proposed amendments require a two-week notification period. Current members will have access to the proposed amendments during this two-week period in order to make an informed decision. An 90% majority is required for passage.

ARTICLE X: DISSOLUTION

Should Resonate Church find it necessary to dissolve, upon the dissolution of the corporation, assets shall be distributed for one or more exempt purposes within the meaning of section 501(c)(3) of the Internal Revenue Code, or the corresponding section of any future federal tax code. Specifically, the Church shall donate all remaining assets to the Minnesota-Wisconsin Baptist Convention, Greater Wisconsin Baptist Association and/or another organization which is consistent with the Constitution's Article III Statement of Faith and Appendix 1 herein as stipulated by a two-thirds majority vote of the remaining membership. Any such assets not so disposed of shall be disposed of by a Court of Competent Jurisdiction of the county in which the principal office of the corporation is then located, exclusively for such purposes or to such organization or organizations, as said Court shall determine, which are organized and operated exclusively for such purposes.

ARTICLE XI: LEGAL

For legal purposes, the church is organized as a religious non-profit corporation under the laws of the State of Wisconsin.

- A. The Registered Office of the church is: 2707 Bond Place, Janesville, WI 53548.
- B. The Registered Agent of the church remains the same until the Ministerial Leadership Officers nominate a new agent.
- C. The fiscal year of the church is January 1 through December 31.
- D. If any portion of these Bylaws shall be held to be invalid or inoperative, then, so far as is reasonable and possible, the remainder of these Bylaws shall be considered valid and operative, and effect shall be given to the intent manifested by the portion held invalid or inoperative.

No part of the assets or net earnings of the church shall inure to the benefit of, or be distributed to any member, director, or officer of the church, or any private individual, except that reasonable compensation may be paid for services rendered to or for the Association affecting one or more of its purposes and benefits may be conferred that are in conformity with said purposes. No member, director, or officer of the Church, or any private individual shall be entitled to share in the distribution of the Church's assets upon dissolution.

APPENDIX 1: SPECIFIC BIBLICAL ARTICLES OF FAITH

We believe in:

1. The Bible as the inspired, infallible Word of God, and the final authority in all matters of faith and conduct. (2 Timothy 3:16-17)
2. The Genesis account of creation.
3. One God, eternally existent in three persons: Father, Son, and Holy Spirit. (Matthew 28:19)
4. Jesus Christ, His deity, virgin birth, sinless life, vicarious death, burial and bodily resurrection, His ascension to the right hand of the Father, and His personal future return in power and glory. (John 1:1; Matthew 1:23; 2 Corinthians 5:21; 1 Corinthians 15:3-4; Acts 1:9,11)
5. The sinfulness of man and salvation by grace through faith in Christ. (Romans 3:23-25)
6. The Holy Spirit that indwells and enables the Christian to live a godly life (John 14:26)
7. The eternal security of true Salvation found in Jesus Christ. (Romans 8:38-39)
8. The resurrection of the dead; the believer to life everlasting and the unbeliever to the resurrection of judgment. (John 5:28-29)
9. The church as the body of Christ, which is composed of all believers, past and present, who have accepted Christ as Savior. (1 Corinthians 12:12-13)

APPENDIX 2: THE RESONATE CHURCH MEMBERSHIP COVENANT

Having received Jesus Christ as my Savior and Lord, I further seek to unite with the Resonate Church fellowship through the ordinance of baptism, by a transfer of letter from another church of like faith and practice, or by statement if a letter is unattainable. In doing so, I commit myself to God and to fellow members of Resonate Church.

I agree to share in the purposes of my church (worship, evangelism, discipleship, ministry, and fellowship). I will be consistently faithful in my attendance to worship and Bible study. I will make a conscious effort to be a positive witness for Jesus to those around me.¹ I will find a place of service in the church that utilizes the spiritual gifts God has bestowed on me, and I will nurture God-honoring friendships with my fellow brothers and sisters in Christ.²

I affirm my belief in the core statement of faith of this local body and commit to live and teach views consistent with these key teachings of the Bible.

I commit to be a faithful giver to the church, understanding that the cost of the ministry of my church and the spread of the Gospel around the world depends on the generous and consistent giving of church members.³ I will also honor my church by striving to protect its unity by nurturing a loving attitude toward all, refusing to gossip, and following its God-called leaders as they follow Christ.⁴

I pledge to conform my life morally to the instruction of God's Word. I will seek to honor Him with my actions, attitudes, and words.⁵ Since I profess to live by the Spirit of God, I will sincerely seek to walk by the Spirit and demonstrate what the Bible labels the fruits of the Spirit: love, joy peace, patience, kindness, goodness, faithfulness, gentleness, and self-control.⁶

¹ 1 Thessalonians 1:2; Luke 14:23; Romans 15:7

² 1 Peter 4:10; Ephesians 4:11-12; Philippians 2:3-4, 7; Hebrews 10:25

³ 1 Corinthians 16:2; Leviticus 27:30

⁴ Romans 14:19; Romans 15:5; 1 Peter 1:22; Ephesians 4:29; Hebrews 13:17

⁵ Philippians 1:27

⁶ Galatians 5:22-23

APPENDIX 3: SERVANT LEADERS (DEACONS)

The servant leader (also to be called a deacon) will provide active ministry to the body of the church. A deacon must:

- a. meet the Scriptural qualifications listed in Acts 6:1-7 and 1 Timothy 3:8-13,
- b. be at least 25 years of age,
- c. be a member of Resonate Church for at least one year immediately preceding the date on which his ministry begins,
- d. demonstrate an exemplary Christian testimony in private, family, and public life,
- e. be a committed Christian leader and partner of the pastor, and
- f. support the church faith, practice, programs, and ministries.

The deacon body will be the main participant in the service of the membership and will represent the heart of Christ in service to the body. Deacons will act as servants only with no administrative role within the church other than in areas of serving the body of believers (unless the deacon is also elected to fill an officer's position at the same time).

Deacon Selection Process:

- a. At such point that the pastors and/or deacons identify a possible candidate for the role of deacon, they shall seek to further clarify if the candidate meets the above requirements to serve.
- b. With the unanimous agreement of pastoral staff and deacon body, and once it is shown that the candidate meets the above requirements, he shall be asked to pray through the consideration of becoming a deacon.
- c. With the positive response of the candidate, he shall be presented to the church body for approval.
- d. Approval shall be by membership vote and the candidate must receive at least 80% of the vote.

Deacons shall serve in the following fashion:

- a. Deacons shall be called out for a term of service of three years, or until his office is terminated by either his request or that of the church. At the end of the third year, the deacon's term is complete. He may serve again at the request of the membership through the selection process presented above, although a one-year layoff may be beneficial.
- b. The first year of the term will be dedicated to a discipling program under the leadership of a pastor or 2nd term (or beyond) deacon. The first year will also consist of service to the body in appropriate ministries. After sufficient training and time, the deacon will begin the family ministry segment of the term in which the deacon receives an adequate number of families whom he will minister to and through for the remainder of his term.
- c. The second year will continue the family ministry segment of the term. The deacon will further explore his particular call to specific ministry areas. Participation in other deacon projects is also expected.
- d. The third year begins the mentoring ministry segment of the term in which the deacon selects a mentoring program in which to participate. This may be to mentor a certain segment of the congregation, a segment outside of the congregation, or any other group as approved by the pastor and the deacon body. This opportunity to serve is in addition to the ongoing family ministry of the deacon.
- e. In the situation of repeated terms of a deacon, the deacon will go through the same three-year process listed above with more of a focus in the first year on leadership and ministry in the discipleship program of the church and/or the deacon body.

After a 2nd successive term, it is highly suggested that the deacon take a sabbatical up to one year, with consideration of the remaining serving deacons.

APPENDIX 4: MINISTRY COVENANT

Having committed myself to membership and the habits essential for spiritual maturity and agreeing with Resonate Church's Statement of Faith, I commit to:

- Discover my unique shape for ministry and serve in the area that best expresses what God made me to be. (Complete Ministry Profile and Profile interview)
- Prepare for ministry by participating in Leadership and/or Ministry Development opportunities.
- Demonstrate a servant's heart by serving in secondary ministries as the body needs me.
- Cooperate with other ministries and place the greater good of the whole Body over the needs of my ministry.

APPENDIX 5: CODE OF CHRISTIAN CONDUCT

1. Policy Inclusions

This Church's Code of Christian Conduct is rooted in its sincerely held religious beliefs and is consistent with the following:

- a. The Ten Commandments (Exodus 20:2-17)
- b. The Greatest Commandments as stated by Jesus Christ (Matthew 22:37-40)
- c. The Statement of Faith, contained in the Association's constitution, a copy of which is provided herewith.

2. Personal Conduct

All persons connected with this Church (e.g., employees, volunteers, etc.) shall hereinafter be referred to as team members. All such team members must conduct their personal affairs so there can be no opportunity for unfavorable reflections upon the Christian beliefs and mission of the Church, either expressed or implied. The use of common sense, good ethical standards, and discretion will guide all who are called into community with the Church in proper conduct. It is expected that all team members of our Church will conduct themselves in a manner consistent with biblical standards, values, and character, including but not limited to as described in the Statement of Faith.

3. Rules of Conduct.

In every organization, where many people interact on a regular basis, some specific rules and policies are necessary to establish acceptable standards of conduct, assure fair treatment of all members of the community, and enhance the smooth operation of the organization. Team members are expected to become familiar with and abide by the standards outlined in this policy. The purpose of these rules is to maintain a community environment that protects the safety and dignity of each team member without placing unreasonable restrictions on anyone.

The Church believes each team member is called by God to newness of life. This includes a life of holiness through the grace, love, and mercy poured into hearts, minds, souls, and wills by Jesus Christ. This newness of life and holiness manifests in word and deed (James 2:17; 1 John 3:18), and finds a particular, although not exclusive, expression in a love of neighbor and a joyful and increasing conformity to God's design for the human person. As such, Church team members are expected to model appropriate behavior and conduct and to model relationships that demonstrate a growing Christ-likeness, manifested in a lifestyle that serves and gives itself to reconcile others. Church team members are also expected to model appropriate language that demonstrates a growing Christ-likeness (Ephesians 5:4). Team members shall maintain appropriate attitudes of concern for others.

In summary, biblical ethics demand that Church team members act in love and integrity and in alignment with the mission and purpose of Resonate Church.

4. Inappropriate Conduct

Violation of rules and policies may result in an oral warning, a written warning, and/or termination of a team member's role in their respective team. There is no requirement that discipline be progressive or that a warning be given prior to any disciplinary action, including termination of membership from the Church. Set forth below are some examples of misconduct which will not be tolerated.

This list is not exhaustive, and examples are not listed in order of seriousness:

- a.** Falsification of personnel records and information or other church records.
- b.** Dating, or otherwise becoming romantically involved with, anyone under legal age.
- c.** Engaging in any activity which a church community member knows, or has reason to know, will adversely affect the mission of the church.
- d.** Engaging in sexual acts and/or relationships outside the confines of biblical marriage between one man and one woman.
- e.** Engaging in criminal conduct.
- f.** Using abusive language at any time on church property.
- g.** Wearing unprofessional or inappropriate styles of dress (including dressing in such a way as to willfully reject one's sex assigned at birth (Genesis. 1:27)).
- h.** Violation of any safety, health, security or church policies, rules or procedures.
- i.** Committing a fraudulent act or a breach of trust under any circumstances.
- j.** Unlawful harassment including harassment of a sexual nature (with the understanding that this Church reserves the right to operate according to its sincerely held religious beliefs about biblical marriage and sexuality and therefore does not define "harassment" as including any enforcement of, or adherence to, its biblical principles and expectations in the areas of marriage, sexuality, dress, and discipline).
- k.** Engaging in behavior that suggests a willful violation of the religious beliefs and practices of the Church including rejection of one's sex created by God at birth.

By signing below, a Church team member or officers acknowledges an understanding that this Church only hires staff members or receives volunteers who agree to abide by its Code of Christian Conduct, which is rooted in its sincerely held religious beliefs and which this ministry believes reflects a relationship representative of a walk with Christ.

In addition, by signing below, the team member acknowledges he/she has read, understands, and agrees to abide by this Code of Christian Conduct and that this Church reserves the right to discipline said member (up to and including termination) for any action(s) in violation of this Code of Christian Conduct.

Employee or Volunteer signature

Date