



BYLAWS

Happy Trails Christian Fellowship
18300 West Bell Road PMB-4
Surprise, AZ 85374
623-546-1005
htcfsurprise.church

ARTICLE I NAME AND OFFICES

Section 1. Name:

The name of this Corporation is Happy Trails Christian Fellowship; hereafter referred to as "Fellowship." Established in the state of Arizona on the date of April 8, 1987, as a 501 (c) (3) Non-Profit Corporation.

Section 2. Office:

The office of the Fellowship shall be located in the County of Maricopa, City of Surprise, State of Arizona.

ARTICLE II PURPOSE & MISSION

THE PURPOSE of this Fellowship shall be to provide the opportunity for worship, prayer, and evangelism through the preaching and teaching of the Word of God to "Teach, Edify, Equip and Enable the Saints."

THE MISSION: as maturing disciples of Jesus we will study the Bible, acknowledge and apply God's truths in our lives, serve others, and boldly share our faith. We will love God foremost, love others as ourselves, and seek to fulfill His purposes in and through our lives individually and through our Fellowship.

TAX EXEMPTION: This Fellowship is organized exclusively for one or more of the purposes as specified in Section 501(c)(3) of the Internal Revenue Code of 1986, as amended from time to time (the "Code"), including making distributions to other organizations which qualify as tax exempt charitable organizations under Section 501(c)(3) of the Code. These Bylaws shall be interpreted as necessary to comply with the Arizona Revised Statutes for nonprofit corporations and federal law governing charitable organizations; provided, however, that the Fellowship reserves the right in all cases to object to the application of civil law to the extent it violates its Constitutional rights.

ARTICLE III

STATEMENT OF BELIEF

- **We believe the Bible to be the inspired, the infallible, authoritative Word of God.** 2 Timothy 3:16,17
- **We believe that there is one God, eternally existent in three persons: Father, Son, and Holy Spirit.** Deuteronomy 6:4; 1 John 5:6-8; Matthew 28:19
- **We profess Jesus Christ as our personal Lord and Savior.** John 1:1-18; John 1:12; Romans 10:8-10
- **We believe in the deity of our Lord Jesus Christ, in His virgin birth, in His sinless life, in His miracles, in His vicarious and atoning death through His shed blood, in His bodily resurrection, in His ascension to the right hand of the Father, and in His personal return in power and glory.** Isaiah 7:14; Matthew 1:23; 2 Corinthians 5:21; 1 John 1:1-3
- **We believe that for the salvation of lost and sinful people, regeneration of the Holy Spirit is absolutely essential.** Titus 3:5
- **We believe in the present ministry of the Holy Spirit by whose indwelling the Christian is enabled to live a godly life.** Galatians 5:16-25
- **We believe in the resurrection of both the saved and the lost; they that are saved unto the resurrection of life and they that are lost unto the resurrection of damnation.** Revelation 20:11-15
- **We believe in the spiritual unity of the believers in our Lord Jesus Christ.** Psalm 133:1; Ephesians 4:11-16
- **We know that in all things God works for good of those who love Him, who have been called according to His purpose.** Romans 8:28

ARTICLE IV

COVENANT OF FELLOWSHIP

By the help and guidance of the Holy Spirit, we covenant:

- To walk together in Christian love and by example, word, and prayer, to win others to an acceptance of Jesus Christ, as Savior and Lord.
- To exercise Christian care and watchfulness over one another.
- To love and to pray with and for one another, sharing our burdens, sorrows, and joys.
- To be thoughtful and courageous to one another, to be slow to take offense and to be quick to forgive and seek forgiveness.
- To guard the spiritual peace and prosperity of the Fellowship, and its growth, scriptural knowledge, and godliness.
- To promote the unity of the Fellowship and to diligently strive to serve and worship together in Christian love.
- To assist, as the Lord enables, in the work of the Fellowship, and to promote its usefulness as a witness to the saving grace of God, in Jesus Christ.
- To contribute as the Lord directs to the financial support of the Fellowship, the relief of the needy and the evangelization of all peoples.
- To engage regularly in personal Bible reading and prayer, and to establish family devotions, where possible.
- To walk circumspectly in the world, to provide things honest in the sight of all men, to be faithful in engagements, exemplary in deportment, denying ungodliness and worldly lusts.

John 1:7 ESV - He came as a witness, to bear witness about the light, that all might believe through him.

John 3:3 ESV - Jesus answered him, "Truly, truly, I say to you, unless one is born again he cannot see the kingdom of God."

John 3:16-18 ESV - "For God so loved the world, that he gave his only Son, that whoever believes in him should not perish but have eternal life. For God did not send his Son into the world to condemn the world, but in order that the world might be saved through him. Whoever believes in him is not condemned, but whoever does not believe is condemned already, because he has not believed in the name of the only Son of God.

Hebrews 10:24-25 ESV - And let us consider how to stir up one another to love and good works, not neglecting to meet together, as is the habit of some, but encouraging one another, and all the more as you see the Day drawing near.

Matthew 18:20 ESV - For where two or three are gathered in my name, there am I among them."

ARTICLE V **CONGREGANTS**

Congregants are either owners or renters of property in Happy Trails Resort those who attend the Fellowship regularly and support the objectives, purpose and mission of the Fellowship. In determining whether one attends "regularly," the Board should take into consideration one's ability to attend, community commitment, and investment in the Fellowship.

ARTICLE VI **BOARD OF DIRECTORS**

Section 1. Powers:

All Fellowship powers, unless otherwise specified in these Bylaws or by statute, are vested in the Board of Directors (Board). The Executive Officers of the Board, as defined below, have the authority to receive and invest funds, buy and sell property, hire necessary personnel or counsel, and incur expenses to fulfill the Fellowship's purpose as outlined here and in the Articles of Incorporation. The Board shall maintain operational rules, called "Standing Rules", that may be amended from time to time by a majority vote of the Board.

In order to qualify for election to the Board of Directors, each candidate must be a Congregant and shall state publicly their adherence to the Statement of Belief and the Covenant of Fellowship, have a proven record of service in and to the Fellowship, and be deacon/deaconess qualified per 1 Timothy 3:8-12 as stated in the Standing Rules.

Section 2. Numbers:

The Board consists of ten (10) positions, broken into two (2) categories: Officers, and Board of Directors

Officers: President, Vice-President, Secretary, Financial Steward, and a Past-President

Board of Directors: President, Vice-President, Secretary, Financial Steward, Senior Pastor, Associate Pastor, Pastoral Care Director, Missions Director, and Special Events Director, and a Past-President.

- a) In either category, a Past-President shall serve as an ex-officio, non-voting advisory member of the Board. The Past-President shall be entitled to a vote in the event of a tie.
- b) In addition to the Directors, the Senior Pastor and Associate/Assistant Pastor(s) are ex-officio voting members of the Board for all church matters with the exception of any and all items relating to pastoral contracts including compensation and benefits.
- c) The Board meets at the President's call or upon request by two Board Directors for emergencies or contractual matters.
- d) The number of Directors may be adjusted by the Board of Directors and will be reported at the next Annual Meeting.
- e) Only one Director per Happy Trails Resort residence address may serve at one time.

Section 3. Parliamentary Authority

The Board shall be governed by the current edition of Robert's Rules of Order, except where they conflict with these Bylaws or the Standing Rules.

Section 4. Terms of Office:

Directors serve for two (2) years, or until their successors are elected. The term of office begins when they are elected. They may serve two (2) two-year terms, and may hold more than one office at a time at the discretion of the Board.

Section 5. Election of Successor Directors:

At the Annual Meeting of the Congregants, the Congregants shall elect to any office where the term is expiring, a qualified person to serve for the next term.

Section 6. Resignation:

Any Director may resign at any time by giving written notice of such resignation to the Board.

Section 7. Removal:

Any Director may be removed from office with cause, by a vote of two-thirds (2/3) of the Congregants voting and a prior notice of at least seven (7) days before the meeting of the Congregants.

Section 8. Filling Vacancies:

A Board vacancy due to ill health, death, resignation, removal, disqualification, or other cause will be filled as follows:

- a) If the President's position becomes vacant, the Vice-President may serve for the remainder of the term. If the Vice-President declines, or resigns after partial service, the Board will appoint a replacement until the next Annual Meeting, when Congregants will elect a new President.
- b) A Vice-President vacancy will be filled by Board appointment until the next Annual Meeting, when a congregational vote will elect a new Vice-President.
- c) Vacancies for the Secretary, Financial Steward, Past-President, and Directors will be filled by Board appointment for the remainder of the term.

Section 9. Voting Rights:

- a) The President, Vice-President, Secretary, Financial Steward, and the Directors each have one vote. A Board appointed Past-President will act as an ex-officio voting member in the case of a tie.
- b) The Senior Pastor and Associate/Assistant Pastor(s) are voting members for all church matters with the following exceptions: matters of pastoral salary and benefits, and items relating to pastoral contracts. The Senior Pastor and Associate/Assistant Pastor(s) each have one vote.
- c) Voting by proxy shall not be permitted.

Section 10. Conflict of Interest.

- a) No Director shall vote on any matter directly related to his/her personal or financial interest nor shall he/she do business either directly or indirectly with the Fellowship other than as a donor.
- b) A person has a financial interest if the person has, directly or indirectly, through business, ownership, investment, or family, a beneficial or ownership interest in any entity with which the Fellowship may enter into an agreement.

Section 11. Compensation.

Directors shall receive no compensation for their services unless expressly provided for in resolutions duly adopted by a majority vote of the Congregants, however, any Director may be reimbursed for his actual expenses incurred in the performance of duties.

Section 12. Disputes.

The Board is the final authority on all matters of interpretation and application of Scripture and in all matters regarding Scriptural discipline ("Scriptural Disputes"), which are not required to be mediated or arbitrated. Reserving and exercising this right is an essential element of the Fellowship's free exercise of Religion under the Federal and State Constitutions and the Bill of Rights.

- a) All those who voluntarily associate with the Fellowship are deemed to submit to this Scriptural authority and to acknowledge that there is no appeal from these rulings on Scriptural Disputes, which shall be resolved according to the Holy Scriptures and the Doctrinal Statement as interpreted and administered by the Board.
- b) The Board may, however, in its sole and absolute discretion, subject a Scriptural Dispute to mediation and/or arbitration in accordance with Mediation & Arbitration Provisions attached as Exhibit A.
- c) All Internal Legal Disputes among pastors, staff, and volunteers shall be resolved in accordance with mediation and/or arbitration in accordance with Exhibit A and not through the civil court system.
- d) "Internal Legal Disputes" include resolution of non-Scriptural claims, demands, controversies, and differences arising out of participation in religious activities, travel, ministries, interpretation or enforcement of these Bylaws, the Articles, and policies of the Fellowship, employment, contracts, and personal injury matters, involving the Fellowship, to the extent permitted by law or by other documents created pursuant to the implementation of this policy; provided, however, that Scriptural Disputes are excluded from the definition of Internal Legal Dispute, and provided further that this policy shall not be interpreted to prevent or delay reporting suspected criminal activity to appropriate law enforcement.

ARTICLE VII **DUTIES OF OFFICERS**

Section 1: President

- a) Serves as Board Chair, Lay Leader, and coordinator of the Fellowship's administrative activities.
- b) Acts as liaison with Happy Trails Resorts for facility and service use or appoints a designee.
- c) Serves as emcee at all Fellowship events or appoints a designee.
- d) Leads monthly Board Meetings and Executive Sessions and provides a verbal or written report
- e) Calls and leads Executive Sessions.
- f) May serve as backup signatory on Fellowship bank accounts.
- g) All other duties and services as needed by the Fellowship and/or outlined in the Standing Rules.
- h) Establishes the agenda for Executive and General Meetings.

Section 2: Vice-President

- a) Assumes President's duties when absent or incapacitated.
- b) Manages all Fellowship property.
- c) Chairs the Benevolence Committee. The criteria for evaluating Benevolence decisions, authorizations, expenditures are outlined in the Standing Rules.
- d) Attends the monthly and specially called Board Meetings and Executive Sessions and provides a report.
- e) Serves as backup signatory on Fellowship accounts if needed.
- f) All other duties and services as needed by the Fellowship and/or outlined in the Standing Rules.

Section 3: Secretary

- a) Maintains HTCF records, Bylaws and Standing Rules
- b) Maintains complete, accurate records of Fellowship activities and Board proceedings.
- c) Serves as backup signatory on bank accounts.
- d) Distributes Board Meeting minutes within one week of the meeting.
- e) Provides copies of Annual Meeting minutes upon request.
- f) Records all Board and Annual Meetings and Executive Sessions.
- g) Oversees the Publicity and Publications Committee.
- h) All other duties and services as needed by the Fellowship and/or outlined in the Standing Rules.

Section 4: Financial Steward

- a) Maintains accurate records of all Fellowship funds received and disbursed by the Fellowship from any and all sources.
- b) Maintains accurate, confidential records of all contributions received and provides an annual record of receipts to contributors, or as requested.
- c) Presents a financial summary at the Annual Meeting.
- d) Assists in auditing income and expense records.
- e) Ensures internal controls for fund management.
- f) Chairs or appoints chair for the Finance Committee.
- g) Presents to the Board a proposed budget, approved by the Finance Committee, for the succeeding year.

- h) Gives periodic stewardship statements and prayers, at least every month.
- i) Meets with banking representatives as needed.
- j) Serves on the Benevolence Committee.
- k) Attends monthly Board Meetings (October–April) with a report.
- l) Monitors IRS requirements for non-profit status and employment.
- m) Oversees the functioning of the 403(b) and related retirement accounts, maintaining paper and digital records of all retirement savings and tax deferred activities.
- n) All other duties and services as needed by the Fellowship and/or outlined in the Standing Rules.

Section 5: Directors--Pastoral Care, Missions, Special Events

- (a) Shall serve as chairman of an assigned committee, or may assign another to serve as chairman.
- (b) Shall assist at Communion Services as needed.
- (c) Shall perform such duties as may be determined by the Board.

Section 6: Standard of Care of Directors.

Directors shall discharge their duties, including duties as committee members, in good faith, with ordinary care, and in a manner they reasonably believe to be in the best interest of the Fellowship. A Director is not liable either for an action taken as an Director or for failure to take an action if the Director's duties were performed in compliance with A.R.S. §10-3830, which provides that a person serving as an Director (including as a member of a committee), shall discharge duties as an Director: (i) in good faith, (ii) with the care an ordinarily prudent person in a like position would exercise under similar circumstances, and in a manner the reasonably believed to be in the best interests of the Fellowship. Directors are presumed in all cases to have acted, failed to act, or otherwise discharged their duties in accordance with these standards. Directors are not trustees of (i) the Fellowship's assets; (ii) property held or administered by the Fellowship; or (iii) property subject to restrictions imposed by the donor or transferor of that property.

ARTICLE VIII
MEETINGS

Section 1. Fellowship Meetings

- a) **Meetings** to be held weekly, unless otherwise notified, at the location announced prior to the meeting.
- b) **Annual Meetings:**
 - 1) Notice with location, date, and time of the Annual Meeting is provided on the Fellowship calendar and sent by e-mail to the most current Congregant e-mail addresses maintained by Happy Trails Resort HOA no later than twenty-one (21) days prior to the scheduled meeting. It is the duty of the Congregants to ensure a correct e-mail address for notice is on record with the Happy Trails Resort HOA.
 - 2) Only Congregants with a proven record of attendance who are owners and renters of HT Resort are eligible to vote at the Annual Meeting.
 - 3) Each eligible Congregant shall have one vote.
 - 4) Voting is by secret ballot unless waived by unanimous consent.
 - 5) A majority of eligible votes is required for action, except in cases needing a two-thirds (2/3) vote as stated herein.
 - 6) Proxy voting is not permitted.

- c) **Special Meetings:** Notice of location, date, and time is announced at least five days (5) prior by e-mail sent to the most current Congregant e-mail addresses maintained by Happy Trails Resort HOA.

Section 2. Board Meetings

- a) Regular Board meetings are held at the Fellowship office, or as specified by the President or the majority of the Board.
- b) Regular Board meetings are open to Congregants upon prior written request, with an agenda provided a week in advance for confidential matters.
- c) Special Meetings: The President or any two Directors may call special Board meetings at any time and place. Except in an emergency, notice of a Special Meeting of the Board shall be given at least three calendar days prior to the meeting date by email to each Director at the address listed in the records of the Fellowship. The reason for calling a Special Meeting need not be specified in the notice.
- d) Recess: The Board may recess for up to six months per year, with dates on the annual calendar.

Section 3. Quorum

- a) A quorum for Annual Fellowship meetings consists of those present, but not less than thirty (30).
- b) A quorum for Board meetings requires a majority of Board members; if absent, a majority of those present may adjourn the meeting.

ARTICLE IX **COMMITTEES AND COMMITTEE CHAIRPERSONS**

Section 1. Standing Committees

- a) The Standing Committees include the Nominating Committee, Audit Committee, Missions, Pastoral Care, and Special Events.
- b) Chairpersons are nominated by the Board of Directors and affirmed by the Congregants at the Annual Meeting.
- c) The Senior Pastor and Associate/Assistant Pastor(s) are ex-officio members of all committees except Nominating and Audit, but may attend Nominating meetings without voting.
- d) Committee members shall state publicly their adherence to the Statement of Belief and the Covenant of Fellowship, have a proven record of service in and to the Fellowship, and be deacon/deaconess qualified per 1 Timothy 3:8-12 as stated in the Standing Rules.
- e) An Audit Committee of at least three (3) members shall be appointed annually by the Financial Steward to audit the Financial Secretary's and Treasurer's records. The Financial Steward shall report the findings to the Board and to the Fellowship Annually.

Section 2. Nominating Committee and Nominees

- a) Each year, the President will select at least three Congregants who profess Christ as their Savior to serve on the Nominating Committee, subject to Board approval.
- b) Nominees shall state publicly their adherence to the Statement of Belief and the Covenant of Fellowship, have a proven record of service in and to the Fellowship, and

- be deacon/deaconess qualified per 1 Timothy 3:8-12 as stated in the Standing Rules.
- c) Nominees must be approved by the Nominating Committee, and be owners or residents at Happy Trails Resort.
 - d) Nominees' names for the Board positions will be published and presented to the Congregants at least thirty (30) days before the election at the Annual Meeting, with an opportunity for the Fellowship to meet them.
 - e) The Board of Directors, including the newly elected Directors, shall be presented to the Fellowship and a prayer for wisdom, guidance and of dedication provided at the Sunday service following the Annual Meeting.

Section 3. Sub-Committees and Ad-Hoc Committees

Sub-Committees and Ad-Hoc Committees shall be formed as required by the Fellowship and/or Director. They will operate according to the Standing Rules.

ARTICLE X **CONTRACTED SERVICES**

Section 1: Senior Pastor & Associate/Assistant Pastor(s)

- a) **Term:** Pastors serve indefinitely after one year, with contracts terminable by thirty (30) day written notice.
- b) **Selection:** Joint effort by the Pastoral Care Committee and the Board, with input from other committees. Applicants must agree to the contract, deliver a sermon, and provide a recorded message. Hiring requires a majority Board vote and a two-thirds (2/3) vote of the Congregants.
- c) **Evaluation:** Conducted by the Board based on contract performance. Salary adjustments recommended annually.
- d) **Termination:** Resignations honored by the Board. Involuntary terminations require unresolved issues, Board recommendation, and a two-thirds (2/3) vote of the Congregants.
- e) **Compensation Review:** Annual review with adjustments based on the Cost of Living Index and Board recommendations, requiring a two-thirds (2/3) congregational vote of the Congregants.

Section 2. Staff:

- a) Employment of any staff deemed necessary for the operation of the Fellowship, and their compensation, may be determined by the Board of Directors.
- b) Services and duties of all Staff are listed in the Standing Rules.

ARTICLE XI **FUNDS AND ACCOUNTING**

Section 1. Gifts:

Directors may accept contributions, bequests, or devices for general or specific purposes of the Fellowship. Separate accounting is kept for designated funds.

Section 2. Records:

Directors shall maintain permanent records of contributions and transactions for memorial and tax purposes. Records shall be kept of all transactions of funds received and spent and actions

taken by the Directors according to Federal and State requirements.

Section 3. Certificates:

The Directors shall prepare and issue appropriate certificates in acknowledgment of each contribution.

Section 4. Deposits:

All funds are deposited weekly into banks or depositories as directed by the Board.

Section 5. Distribution of Funds:

Funds are invested according to the "Prudent Man" Rule. The Board may maintain separate accounts for capital investments, legal, general savings, and reserves. Two Board officer signatures are required for withdrawals from capital and reserve accounts; other accounts may also require two signatures, including the Treasurer's if available.

Section 6. Excess Funds:

- a) Excess Funds are determined by subtracting Actual Expenses (for year) from Actual Income (for year).
- b) At the January Board Meeting a motion will be made to allocate the Excess Funds from the previous year. The allocation will be determined by the Board. It is strongly recommended that the Excess Funds be allocated to be used for a mission purpose(s), such as the Operation Blessings savings account, a designated mission, a special assistance need, or carried forward in the general operating accounts needed as determined by the Board.

Section 7. Fiscal Year:

The fiscal year shall begin on January 1 and shall end on December 31.

Section 8. Dissolution of the Fellowship:

The Fellowship may be dissolved upon a two-thirds (2/3) vote of the Congregants and unanimous vote of the Board. In the unlikely event the Fellowship is dissolved, then its property shall be distributed only for charitable purposes according to the Articles as determined by the Board in accordance with the Code and as provided in the Articles, if any.

ARTICLE XII
BOOKS AND RECORDS

The Fellowship shall maintain all permanent, accurate records of accounts and meeting minutes for a minimum of ten (10) years except as required by Federal, IRS or State Statutes. These records are kept in the Fellowship office and may be inspected by any congregant or their representative for authorized purposes. Permanent records are:

- Articles of Incorporation
- Audit reports, from independent audits
- Corporate resolutions
- Determination Letter from the IRS, and correspondence relating to it
- Year-end financial statements
- Insurance policies
- Minutes of board meetings and annual meetings of members
- Real estate deeds, mortgages, bills of sale
- Tax returns

ARTICLE XIII
EXEMPT ACTIVITIES

Notwithstanding any other provision of these Bylaws, no Director, officer, employee, or representative of this Fellowship shall take any action or carry on any activity by or on behalf of the Fellowship not permitted to be taken or carried on by an organization exempt under Section 501(c)(3) of the Code, or by an organization to which contributions are deductible under Section 170(c)(2) of the Code.

ARTICLE XIV
INDEMNITY

The Financial Steward and any other positions as are warranted by the Board, shall be insured for a sum sufficient to protect the Board of Directors, committee members, directors governed by Standing Rules, Staff, Volunteers, and the Fellowship from loss. The cost of the insurance shall be established by the Board annually, and shall appear in the annual budget. The Fellowship shall indemnify, defend, protect, and hold harmless all current and former Directors, committee members, Staff, and Directors governed by Standing Rules of the Fellowship (each, an "Indemnified Person") to the fullest extent from time to time permitted by the Arizona Nonprofit Corporation Act, as amended and superseded from time to time, for any and all expenses and liabilities of any kind or nature whatsoever arising out of or in connection with any of the following (a "Proceeding"): any threatened, pending, or completed action, suit, or proceeding, whether civil, criminal, administrative, or investigative and whether formal or informal, in which the Indemnified Person is involved, whether as a party, witness, or otherwise, because the Indemnified Person is or was a Director or Staff or director governed by Standing Rules or Board committee member of the Fellowship or otherwise relating to any action taken, or any failure to take any action in such role.

ARTICLE XV
AMENDMENTS TO BYLAWS

Bylaws may be amended or revised at any regular Fellowship meeting with a two-thirds (2/3) vote, provided the proposed amendments are submitted in writing to the Congregants twenty-one (21) days in advance of the meeting.

ARTICLE XVI
CERTIFICATION OF ADOPTION

The foregoing bylaws were duly updated and approved by vote of the Fellowship, as attested to by the Board of Directors.

President, Joel Logelin

Vice-President, Jeffrey Lentz

Secretary, Joan Buckner

Financial Steward, Harry Keller

Past-President, John Chilcote

Missions Director, Elaine Mahaffey

Special Events Director, Larry/Laurie Mayfield

Pastoral Care Director, Jim Baker

Amended 1/20/02 and 1/27/02

Amended 12/09/02

Amended 11/21/03

Amended 1/25/04

Amended 1/30/05

Amended 12/16/05

Amended 1/29/06

Amended 12/08/07

Amended 1/27/08

Amended 1/25/09

Amended 1/30/11

Amended 1/27/13

Amended 4/16/25

EXHIBIT A
MANDATORY MEDIATION/ARBITRATION

The Bible commands us to make every effort to live at peace and to resolve disputes with each other in private and within the Church (see Matthew 18:15-20; I Corinthians 6:1-8). As guided by our interpretation of the Scriptures, it is the official policy of our Fellowship to encourage avoidance of participation in the civil litigation system for the resolution of all "Disputes", including, but not limited to, resolution of all claims, demands, controversies and differences arising out of participation in religious activities, interpretation, or enforcement of the Bylaws, Articles, and policies of the Fellowship, including, but not limited to, employment, contracts and personal injury matters to the extent permitted by law or by other documents created pursuant to the implementation of this policy by or between all those who participate in religious activities, including, but not limited to, Official Members, Officers, Directors, employees, agents, volunteers, guests, invitees, and the Fellowship ("Person"). To the extent permitted by law, the Fellowship requires all those defined as a Person: waive the right to file a lawsuit in civil court against the Fellowship, or its Officers, Directors, or employees, except as necessary to enforce an Arbitration decision; resolve all Disputes between those defined as the Persons exclusively in accordance with these Mediation and Arbitration provisions; and agree that the sole forum for resolution of Disputes will be in the County where the principal place of business of the Fellowship is located and applying Arizona law.

We agree that these alternative dispute resolution ("ADR") methods shall be the sole remedy for any Dispute with the Fellowship, and expressly waive our right to file a lawsuit against the Fellowship for such disputes, including any class action proceeding, except to enforce arbitration or a legally binding arbitration award. All Disputes between Persons involving the Fellowship may be settled by biblically-based mediation, and if necessary, legally binding Arbitration in accordance with the Rules of Procedure for Christian Conciliation of the Institute for Christian Conciliation, a division of Peacemakers Ministries ("ICC") (complete text of rules available at www.Hispeace.org).

If we cannot resolve any Dispute through mediation, then, together with the Fellowship and any other persons that may be involved in such a Dispute, we agree that any such unresolved Dispute shall be settled by binding arbitration under the Federal Arbitration Act (9 U.S.C.A. § 2, et seq. - the "FAA"), as administered by the ICC under the ICC Rules, and judgment on the award rendered by the arbitrator(s) may be entered in any court having jurisdiction thereof. Subject to the ICC Rules, we agree, with the Fellowship, that we will use a single arbitrator who is experienced in the relevant area of law that is the subject of our Dispute. If the provisions of the FAA conflict in any way with the ICC Rules then the ICC Rules, as construed by the arbitrator, shall govern.