



<http://thisiscornerstone.org/>

Cornerstone Community Church

Pastoral Search Candidate Information Packet

November 1, 2013

TABLE OF CONTENTS

A. Letter of Greeting

B. Cornerstone Community Church Pastoral Profile

- 1. Developed from Our Biblical Study of the Biblical Calling of a Pastor**
- 2. Developed from Our CCC Congregational Pastoral Profile Survey**
- 3. Developed from Our CCC Mission, Vision, Values, and Culture Statement**

C. Cornerstone Community Church History

D. Cornerstone Community Church Profile

E. Cornerstone Community Church Mission, Vision, Value, Culture Statement

F. Cornerstone Community Church Doctrinal Statement

G. Cornerstone Community Church Constitution and By-Laws

H. Pastoral Candidate Questionnaire

Dear Pastoral Candidate:

Thank you for your interest in our opening for the position of Sr. Pastor at Cornerstone Community Church (CCC) in Hobart, Indiana. Our congregation, Elder Ministry Team (EMT), and Pastoral Search Team (PST) are all praying for you—even though we have yet to meet you. Our prayer is that our church and our future pastor will both have a clear sense of God's leading. We believe that best comes as we listen well to God through His Word, His Spirit, and His people and as we have a clear sense of a solid "match" or "fit."

In order to help us to discern that ministry match or fit, we have included in this Pastoral Candidate Packet the following documents:

- Our CCC Pastoral Profile;
- Our CCC Church History;
- Our CCC Church Profile;
- Our CCC Church Mission, Vision, Values, and Culture Statement;
- Our CCC Doctrinal Statement
- Our CCC Church Constitution, By-Laws, and Doctrinal Statement;
- Our CCC Pastoral Candidate Questionnaire.

We believe that after prayerfully and carefully reading these documents, you will have a good sense of who we are as a congregation and who we seek as our next pastor. If you believe that you may be a good fit for our church and you believe that God is leading you to pursue our opening, then we would ask you to send our PST the following documents:

- *A Cover Letter*: Introducing yourself and your interest in our pastoral opening;
- *A Résumé*: Including a synopsis of the position you seek, your educational history, and your ministry experience. Please include at least three references;
- *A Doctrinal Statement*: A one-to-four page summary of your theological views on core doctrines (please see page 27 of the Questionnaire for more details);
- *A Brief Philosophy of Pastoral Ministry*: A one-to-two page synopsis of your philosophy and practice of pastoral ministry;
- *Your Salvation Testimony*: A one-to-two page synopsis of how you came to know Jesus Christ as your personal Savior;
- *Two Sermons*: For each, please include a sermon outline and an audio or video of your sermon;
- *The Pastoral Questionnaire*: At the back of the packet is a fillable pdf where you can answer each question and print out the document in its entirety.

Please send these materials to: Cornerstone Community Church, C/O Jon Becker, 7983 Grand Boulevard, Hobart, IN 46342. If you have any questions, feel free to contact our EMT Chair and PST Chair, Jon Becker at jbecker007@aol.com or call Jon at 219-765-7826.

We are seeking to fill this position beginning November 2, 2013. We will receive résumé and other materials from November 2, 2013 to January 31, 2014.

In Christ's Grace,

Jon Becker, EMT Chair, PST Chair
Bob Kellemen, EMT Vice-Chair, PST Vice-Chair

Cornerstone Community Church *Pastoral Profile*

Dear Pastoral Candidate,

Though we have not met you, our Cornerstone Community Church Pastoral Search Team (PST) is praying for you. We know that our sovereign and loving God has good plans for you and for us. Our prayer is that God would make His leading clear both to our PST and to our future pastor.

In order to help in this process of *matching who we are with who you are*, as a PST we've developed the following *Cornerstone Community Church Pastoral Profile* using three vital sources.

- **God's Word:** First and foremost, we have turned to God's Word as a PST to study what the Bible says about the callings, qualifications, and responsibilities of a pastor.
- **CCC Congregational Survey:** Third, we asked our congregation to complete a Congregational Survey in which they indicated their convictions about the primary ministry focus of our next pastor.
- **CCC MVVC:** Second, we've turned to our church Mission, Vision, Values, and Culture Statement (MVVC) which our entire congregation developed together in 2012.

As you read this *Cornerstone Community Church Pastoral Profile*, if you believe your profile as a pastor may be a match for the man we are looking for, then we invite you to prayerfully consider whether God may be leading you to apply for the position as our next pastor.

In Christ's Grace,

Jon Becker
Warner Buchelt
Marlene Christie
David Corning

Gregory Curry
Jen Foster
Ray Hill
Bob Kellemen

Tony McWhorter
Brenda Mosak
Susan Place

The Cornerstone Community Church Pastoral Search Team

Cornerstone Community Church Pastoral Profile

Developed from the Biblical Callings, Responsibilities, and Qualifications of a Pastor

According to the Bible's descriptions of the biblical callings, responsibilities, and qualifications of a pastor, *Cornerstone Community Church* is prayerfully seeing a pastor who:

- Has modeled over time the Christ-like qualities of wisdom, patience, compassion, gentleness, holiness, self-discipline, and humility toward both his family and the congregation he leads and shepherds.
- Has a good reputation in the Christian community as well as the neighborhood community and whose life meets the biblical qualifications as found in 1 Timothy 3:1-7; Titus 1:5-9; and 1 Peter 5:1-4.
- Is a shepherd in his home in how he lovingly and sacrificially ministers to his wife and how he lovingly discipless his children.
- Lives in the “fear of the Lord” seeking God’s wisdom as he lives for God’s glory through Christ’s grace and the Spirit’s empowerment.
- Focuses his ministry calling on preparing God’s people to do the work of the ministry. He will be passionate about overseeing the equipping of the congregation so that we grow in unity and maturity by speaking the truth in love to one another as the whole Body works together in, through, and for Christ.
- Equips God’s people through sound doctrine, a strong knowledge of the Scriptures, and implementation of the church’s MVVC Statement so that our Body of believers becomes ambassadors for Christ.
- Shepherds God’s flock who he cares for as a willing servant, not lording it over the sheep, but being an example to the flock because he serves Christ the great Shepherd.
- Is both teachable and a teacher who lives by and shares sound doctrine and a strong knowledge of the Scriptures—with the ability to impart that knowledge lovingly but firmly both to the flock and to the community (in season and out of season—at all times).
- Serves as our primary spiritual leader by teaching the Word with power and authority and by demonstrating how to apply Scripture to our daily lives—relating God’s Word relevantly to “real world” challenges and applying God’s Word with insight for the congregation’s relationship with God and others.

Cornerstone Community Church Pastoral Profile

Developed from Our Congregational Pastoral Profile Survey

Based upon the priorities described in our *Cornerstone Community Church Congregational Pastoral Profile Survey*, our church is prayerfully seeking a pastor who:

- Models growing godly character, increasing Christ-like maturity, and a maturing love for people that matches the qualifications of 1 Timothy 3:1-7.
- Demonstrates the ability to preach the Word by understanding the Bible accurately, communicating it clearly with passion and creativity, and relating God's Word to our daily lives.
- Has a strong commitment to the children, youth, young adults, and families of the church.
- Has the ability to provide compassionate biblical counseling to those who are hurting and suffering and to those who are struggling with besetting sins, and personal/family issues, and who has experience in equipping the church to do so also through one-another ministry and small group ministry.
- Has experience and passion in equipping the members/attenders to serve the Lord in ministries in the church and to the community—developing/strengthening lay leadership.
- Is a skilled administrator, leader, manager of the church staff, elder ministry team, church mission/vision, and programs/ministries of the church.
- Is passionate about encouraging and equipping the Worship Team in leading the congregation in Christ-centered worship that is both biblically-grounded and culturally-relevant/diverse.

Our congregation prefers that the candidate has a seminary degree and 1-10 years' experience as an Associate Pastor and/or a Sr./Solo Pastor. However, meeting the primary biblical qualifications are the most important criteria.

Cornerstone Community Church Pastoral Profile

Developed from Our Mission, Vision, Values, and Culture Statement

Based upon the *Cornerstone Community Church Mission, Vision, Values, and Culture Statement (MVVC)*:

- **Mission:** Our church is prayerfully seeking a pastor who is committed to leading and equipping Cornerstone Community Church to fulfill the *biblical mission* of worshipping Christ through loving God and each other. The pastoral candidate should be able to equip members to be disciples, mentor young Christians, encourage members to embrace the diversity of the church and to actively participate in activities that reflect Scripture, and interpret the Bible so members can apply the Scriptures to their lives and contemporary issues.
- **Vision:** Our church is prayerfully seeking a pastor who is committed to leading and equipping Cornerstone Community Church to fulfill our *unique vision* of being a vibrant outpost of the Kingdom of God where everyone is welcomed in Christ and encouraged to grow together in community as we mature in an authentic relationship with Jesus. The pastoral candidate should be able to lead the church in a direction that not only provides a learning environment, but also encourages members to actively seek others to introduce them to the gospel. He should be able to lead the church in a direction so others in the community view our church as a beacon of light.
- **Values:** Our church is prayerfully seeking a pastor who is committed to leading and equipping Cornerstone Community Church to pursue the *universal biblical values* of worship, stewardship, discipleship, fellowship, and ambassadorship. We seek a pastor committed to leading and equipping us to pursue the *unique biblical values* of being a multi-cultural community of Christ-followers who participate actively and joyfully, who foster excellence in ministry, and who advance God's work world-wide as we serve and reach others for Christ. The pastoral candidate should be able to establish positions about contemporary issues in accordance with the Bible. He should be able to equip members so they can effectively respond to others or react to these issues biblically.
- **Culture:** Our church is prayerfully seeking a pastor who is committed to leading and equipping Cornerstone Community Church to pursue the *preferred culture* of being a Body of believers: anchored in *truth*—relating God's timeless truth to our diverse culture, and anchored in *love*—serving our diverse community through evangelism and care. The pastoral candidate should be able to interact, equip, comfort, teach and lead members within our diverse environment. He should also be able to address family-related issues, as well as other issues of members.

Church History: Cornerstone Community Church

Cornerstone Community Church is the result of a merger of two Evangelical Free churches: Christ Community Church of Hobart, Indiana and Northwest Community Church of Crown Point, Indiana. This is our history in a snapshot.

History of Christ Church Merrillville/Christ Community Church Hobart

From 1979-1983, Chuck Wheeler, a highly successful restaurateur, conducted a weekly Business Men's Bible Study at the Holiday Inn in Merrillville, Indiana. While Chuck was a member of another area Evangelical Free Church—Liberty Bible Church of Chesterton, Indiana—he pursued the Lord's leading to plant a church.

In December, 1982, the first worship service of Christ Church Merrillville, pastored by Chuck Wheeler, was held at Iddings School in Merrillville. Earlier meetings with Superintendent, Wesley Johnson, established the church's identity as an Evangelical Free Church.

Then in December, 1984, twenty-four-plus acres were acquired at the present location. In January, 1985, the church name was changed to Christ Community Church. In October, 1986, the first worship service was held in the new facilities.

As the Lord continued to grace the church with growth, in March, 1988, the first addition was completed including enlarging the sanctuary, adding the Fellowship Hall, the lower level youth ministry rooms, and the mechanical area. In March, 1989, the second addition was completed, including the sanctuary expansion and the east wing. In July, 1992, the enlarged narthex was completed and the rear sanctuary wall was changed to glass. In March, 1995, room additions were completed and the east wing was remodeled.

In March, 2003, Pastor Chuck Wheeler's health was failing and Pastor Gary Culp was called as pastor. Pastor Chuck Wheeler passed away in the spring of 2003.

In May, 2007, philosophical and ministry conflicts resulted in Chuck Warren, Superintendent of the Heartland Region, EFCA submitting a letter to Gary Culp requesting his resignation effective May 15, 2007.

Over the years, Sunday worship service attendance has ranged from 25 to nearly 200 at Christ Community Church.

History of Northwest Community Church, Crown Point

In 1997 a small group of believers in the Crown Point, Indiana area sensed God's calling to plant an evangelical church in the area. Steve Buchelt, serving as a youth pastor in Florida at the time, was originally from the Crown Point area and was involved with the group. Steve relocated back to northwest Indiana and headed up the fledgling work. Early in their journey the decision was made to affiliate with the Evangelical Free Church of America.

On January 14, 1998, the inaugural meeting was held at the Marian Education Center, St. Anthony's Hospital in Crown Point, Indiana. This marked the official beginning of the ministry of Northwest Community Church. The church grew rapidly to 20 to 30 members and attendees, meeting initially at the Solon Robinson Grade School. Within a few weeks, the strength and resolve of the small church was tested when the school board passed an ordinance that, effective immediately, no church shall be allowed access to school property for purposes of holding meetings. The church was forced to hold meetings outside in a public access park.

The church leadership communicated with legal counsel and brought suit against the school board. Within a few months the school board ruling, it was judged unconstitutional and Northwest Community Church was again welcomed to meet on school property. This ruling, since that time, has helped several other small congregations get their start in Northwest Indiana.

It should be noted that, although Northwest Community Church came into being independent of any other church or denomination, from inception there has been a congenial and very helpful relationship with Pastor Wheeler and Christ Community Church.

The stresses of 10 years of set-up and tear-down, plus the difficulty of promoting and establishing a work with no permanent address prompted the church to purchase property in Crown Point. The property is still owned by the newly merged congregation.

Over the years, Sunday worship service attendance has ranged from 35 to 125 at Northwest Community Church.

The History of Cornerstone Community Church

In September, 2007, a letter went out from the Elder Boards to the members and attendees of both Northwest Community Church and Christ Community Church regarding the possibility of merging the two churches. In November, 2007, the congregations of Christ Community Church and Northwest Community Church voted unanimously to approve the merger. The first worship service of the combined Cornerstone Community Church was on November 25, 2007. In April, 2008, the final approval by the State for the name change from Christ Community Church to Cornerstone Community Church came through.

At the time of the merger, attendance at Christ Community Church during Sunday morning worship was around 25, and attendance at Northwest Community Church was around 75. From 2007 to 2013, Sunday morning worship attendance has ranged from 125 to 75.

In 2012, the Elder Ministry Team led the congregation in a church-wide Mission, Vision, Values, and Culture process. The unity during the process and the actual Mission, Vision, Values, and Culture Statement has galvanized the congregation and prepared it for Pastor Steve Buchelt's resignation in September, 2013. Pastor Buchelt is transitioning to a new role as a chaplain at Rush Hospital in Chicago, Illinois. From September through December, 2013, Steve Buchelt served as the Interim Preaching Pastor. During September, 2013, the Elder Ministry Team led the congregation in the development of the Pastoral Search Team.

Church Profile: Cornerstone Community Church

Cornerstone Community Church of Hobart, Indiana is a multicultural congregation of believers anchored in the biblical truth of Christ's gospel of grace. We are called to worship Christ by loving Him with all our hearts, by welcoming all people into our diverse family, and by using our spiritual gifts to serve Christ in Northwest Indiana and beyond.

Cornerstone Community Church is associated with the Evangelical Free Church of America which is an association of autonomous churches united around the same theological convictions. EFCA Distinctives include that we are *evangelical*—committed to the inerrancy and authority of the Bible and the essentials of the gospel, and that we are a *believers' church*—membership consists of those who have a personal faith in Jesus Christ.

Cornerstone Community Church is passionate about equipping God's people for the work of the ministry so that we can minister to one another with Christ's grace and truth. We seek to equip one another through *biblical preaching* where truth is proclaimed robustly and is related relevantly to people's lives and relationships. We also seek to equip one another through *authentic small group relationships* where we can experience life transformation through Christ's grace. Additionally, we seek to equip each other informally through the *one-another ministry* of speaking the truth in love and formally through the *personal ministry of the Word*—biblical counseling.

Cornerstone Community Church seeks to be an Acts 2:41-47 congregation through *worship* (lives and relationships that honor the Person and work of Christ), *stewardship* (equipping God's people to serve according to their gifting), *discipleship* (personal and corporate study and application of Scripture and the centrality of prayer), *fellowship* (the development of authentic Christian community), and *ambassadorship* (prioritizing evangelism, missions, and church planting). We strive to blend and balance truth and love, head and heart, doctrine and relationships.

Cornerstone Community Church follows a unique blend of *congregational government*, *elder leadership*, and *pastoral visionary guidance*. We strive for facilitated leadership where called and equipped leaders listen humbly to God through His Word, His Spirit, and His people. In ministry development and decision-making, we explore God's Word together and relate it to our congregation and community.

Cornerstone Community Church is committed to authentic, vibrant, creative, Christ-centered worship. In our worship services this includes a blend of contemporary praise choruses and traditional hymns (often set to contemporary music) all focused on Christ and His gospel of grace.

Cornerstone Community Church is committed to multicultural ministry. God has situated our congregation at a unique location in Northwest Indiana. Located in one of the most ethnically diverse regions in the United States, our church sits in the heart of an ethnically diverse community that desperately needs to see the evidence of the unity in truth and love that comes only through mutual commitment to Christ.

Cornerstone Community Church is the result of a merger (in 2007) between Christ Community Church (founded in 1982) and Northwest Community Church (founded in 1998). Both were Evangelical Free Churches, one without a building, the other without a pastor. The merger was accepted by both congregations with near unanimous approval.

Cornerstone Community Church is a “small church” with an infinite God and a large vision for gospel-centered growth. Admittedly, we have experienced difficulty in “gaining traction.” Our growth chart would picture peaks and valleys. For example, at points in 2012, our average adult worship service attendance averaged 75-90), while recently in 2013 our average adult worship service attendance has hovered between 50 and 70. Because of our location with high visibility near major highways, we maintain a solid influx of visitors, but have had a difficult time sustaining involvement and shepherding people from visitors, to committed attenders, to participating members. In response to our inability to sustain growth, the Elder Ministry Team facilitated a congregation-wide development of a Mission, Vision, Values, Culture Statement in 2012. We now seek a pastor who can work with our elders and congregation to move from vision to implementation.

Cornerstone Community Church is a church with a “small budget” with, candidly, some major *needs* and with some major *resources*. Resource-wise, our building, which can seat up to 260 for a worship service and which has office space, a youth area, and classroom space, is paid off. Our church sits on 26 acres of prime real estate that is paid off. At the same time, due to our inability to sustain growth, in 2013 we are below budget 5%, we have facility needs (such as roof issues, parking lot maintenance, etc.), and we have a second piece of property in nearby Crown Point that was acquired by NCC prior to the merger. This property, while small, is under water. We share these realities simply to be honest about our strengths and weaknesses, opportunities and threats.

Cornerstone Community Church is a family church committed to *children, youth, and families*. However, currently we are an “older” congregation in need of an infusion of energy—for our youth ministry in particular. We seek a pastor who will equip us to attract, evangelize, disciple, and nurture young families who we will welcome into our diverse family.

Cornerstone Community Church is a *friendly* church. Every Sunday after service, over 75% of those in attendance stay for a time of fellowship and refreshments. Our Connections Ministry—which organizes church fellowship events—is one of our most active ministries. However, our friendliness with one another may mean that we need further encouragement to reach out with that same friendliness to our neighbors, extended family, friends, and co-workers—inviting them not only to Cornerstone Community Church and Connection Events, but more importantly, to Christ.

Cornerstone Community Church—our *Church Vision Statement* captures quite well who we dream to be. “We desire to be a vibrant outpost of the Kingdom of God where all people are welcomed in Christ, grow in community with one another, mature in a deeper understanding of and authentic relationship with Jesus, experience life transformation through Christ’s grace, are prepared for meaningful service through biblical equipping, and reach out to meet the needs of others with Christ’s grace and truth.”

Cornerstone Community Church Mission, Vision, Values, and Culture Statement

Cornerstone Community Church Mission Statement

According to the Bible, the Mission of Cornerstone Community Church Is To:

Worship Christ and express our love for God and one another
by welcoming all people into our diverse family, and
by using our spiritual gifts to serve Christ in Northwest Indiana and beyond.
God is calling us to equip and disciple one another with His *truth*
and to sow in the soil of Christ-like *love* the seed of Christ's gospel of *grace*—which is our
Cornerstone.

Cornerstone Community Church Vision Statement

Cornerstone Community Church Desires to Be:

A vibrant outpost of the Kingdom of God where all people:
Are welcomed in Christ;
Grow in community with one another;
Mature in a deeper understanding of and authentic relationship with Jesus;
Experience life transformation through Christ's grace;
Are prepared for meaningful service through biblical equipping;
Reach out to meet the needs of others with Christ's grace and truth.

Cornerstone Community Church Values Statement

*Cornerstone Community Church Pursues the **Universal** Biblical Values Of:*

Worship: Through lives and relationships that honor the Person and work of Christ;
Stewardship: Through the equipping of God's people to serve according to their gifting;
Discipleship: Through personal and corporate study and application of Scripture,
small group ministry, and the centrality of prayer;
Fellowship: Through the development of authentic Christian community;
Ambassadorship: Through prioritizing evangelism, missions, and church planting.

*Cornerstone Community Church Pursues the **Unique** Biblical Values Of:*

Being a multi-cultural community of believers who:
Promote committed membership based upon active participation;
Foster excellence in ministry in order to honor God and inspire people;
Seek to understand God's global work and our place in serving and reaching others.

Cornerstone Community Church Culture Statement

Cornerstone Community Church Is a Body of Believers:

*Anchored in Biblical **Truth**:* By relating God's timeless truth to our diverse culture
with relevance and compassion;
*Anchored in Biblical **Love**:* By serving our diverse community through evangelism and care
as the heart and hands of Christ.

Cornerstone Community Church Doctrinal Statement

We believe:

1. The Scriptures, both Old and New Testaments, to be the inspired Word of God, without error in the original writings, the complete revelation of His will for the salvation of men, and the Divine and final authority for all Christian faith and life.
2. In one God, Creator of all things, infinitely perfect and eternally existing in three persons, Father, Son and Holy Spirit.
3. That Jesus is true God and true man, having been conceived of the Holy Ghost and born of the Virgin Mary. He died on the cross a sacrifice for our sins, according to the Scriptures. Further, He arose bodily from the dead, ascended into heaven, where at the right hand of the Majesty on High, He now is our High Priest and Advocate.
4. That the ministry of the Holy Spirit is to glorify the Lord Jesus Christ, and during this age to convict men, regenerate the believing sinner, indwell, guide, instruct, and empower the believer for godly living and service.
5. That man was created in the image of God but fell into sin and is therefore lost and only through regeneration by the Holy Spirit can salvation and spiritual life be obtained.
6. That the shed blood of Jesus Christ and His resurrection provide the only ground for justification and salvation for all who believe, and only such as receive Jesus Christ are born of the Holy Spirit, and thus become children of God.
7. That water baptism and the Lord's Supper are ordinances to be observed by the Church during the present age. They are, however, not to be regarded as means of salvation.
8. That the true Church is composed of all such persons who through saving faith in Jesus Christ have been regenerated by the Holy Spirit and are united together in the body of Christ of which He is the head.
9. That only those who are thus members of the true Church shall be eligible for membership in the local church.
10. That Jesus Christ is the Lord and Head of the Church, and every local church has the right under Christ to decide and govern its own affairs.
11. In the personal and premillennial and imminent coming of our Lord Jesus Christ and that this "Blessed Hope" has a vital bearing on the personal life and service of the believer.
12. In the bodily resurrection of the dead; of the believer to everlasting blessedness and joy with the Lord, of the unbeliever to judgment and everlasting conscious punishment.

Constitution and By-Laws of Cornerstone Community Church, Inc.

Article I

Purpose and Powers

The purpose for which Cornerstone Community Church, Inc. (the "Church") is formed and the powers, which it may exercise, are as set forth in its Articles of Incorporation and are as follows:

To glorify God through public worship, prayer services, preaching, administering the ordinances, and spiritual training. Through care, concern, and evangelism, the Church will reach out to its community and to the world through its missionary commitments;

To extend the Word of God through music and the spoken word;

To solicit, collect, receive and administer funds exclusively for such religious, charitable, and educational purposes as permitted for organizations defined in section 501(c)(3) of the Internal Revenue Code;

To take and to hold by devise, gift, purchase or lease for the above purposes any property, real, personal or mixed, without limitation as to amount or value, except such limitations as may be provided in the Articles of Incorporation, These Bylaws, or imposed by law;

To deal with and distribute the Church's income and assets in such manner as in the Elders' judgment, will best promote its objectives and purposes, without limitation except such, if any, as may be contained in instruments under which such property is conveyed to the Church; and

To exercise generally any power which is consistent with the purposes described above and which an ecclesiastical corporation and nonprofit corporation organized under Indiana law may exercise, but no other power.

Notwithstanding any other provision of these Bylaws, the Church shall not carry on any activities not permitted to be carried on by (i) an organization exempt from federal income taxation under section 501(c)(3) of the Internal Revenue Code and other related legislation and regulations as they now exist or may hereafter be amended or (ii) an organization, contributions to which are deductible under section 170(c)(2) of the Internal Revenue Code and related legislation and regulations as they now exist or may hereafter be amended.

No part of the Church's direct or indirect activities shall consist of carrying on propaganda or otherwise attempting to influence legislation, except to the extent permitted by section 4945 of the Internal Revenue Code. The Church shall not participate in or intervene in (including publication or distribution of statements) any political campaign on behalf of any candidate for public office,

The general plan under which the Church is to be financed is by contributions of funds and property for its purposes as stated in these Bylaws and the Articles of Incorporation, and for no other purpose.

Article II

Offices

Section 1. Principal Office. The principal office of the Church shall be located in the city of Hobart, County of Lake, State of Indiana, except as the same may be changed from time to time by the Board of Elders.

Section 2. Registered Office and Resident Agent. The Church shall maintain a registered office in the state of Indiana. The Church shall appoint a resident agent whose business address is identical with the registered office of the Church.

Section 3. Other Offices. The Church may have other offices at such other place or places within or without the State of Indiana as the Board of Elders may designate or as the business of the Church may require from time to time.

Article III

Membership

Section 1. Classes of Members. The Church shall have one class of members consisting of those individuals designated as members from time to time on the membership list maintained by the Secretary of the Church.

Section 2. The Five G's. Those parties desiring membership agree to participate in the "Five G" approach to church membership as outlined by the Board of Elders. These are Grace, Growth, Groups, Gifts and Good Stewardship. In addition, believer's baptism is strongly encouraged prior to membership.

Section 3. Reaffirmation. Membership is subject to continued commitment to the 5 G's and will be reaffirmed annually by the member's small group leader or an elder.

Article IV

Members' Meetings

Section 1. Times and Places of Meetings. Meetings of the members will be held at such place and at such times as the person or persons calling the meeting determines.

Section 2. Annual Meeting. An annual meeting of the members shall be held each year at a convenient time and place within Lake County, Indiana, as determined by resolution of the Board of Elders.

Section 3. Special Meeting. The Board of Elders may call a special meeting of members at any time.

Section 4. Notice of Meeting. Notice of the time, place, and purpose of a meeting of members must be given to each member not less than ten (10) days or more than sixty (60) days before the date of the meeting. Such notice may be given either personally or by mail to each member, or may be prominently displayed in a bulletin or newsletter regularly published at least semi-annually by the Church and mailed to each member.

Section 5. Adjournments. If a meeting is adjourned, it is not necessary to give notice of the adjourned meeting if (i) the date, time, and place to which the meeting is adjourned are announced at the meeting at which the adjournment is taken. And (ii) at the adjourned meeting only such business is transacted as might have been transacted at the original meeting. If after the adjournment, the Board of Elders fixes a new recorded date for the adjourned meeting, a notice of the adjourned meeting shall be given in accordance with section 4, above.

Section 6. Waivers by Attendance. A member's attendance at a meeting will result in both of the following:

(a) Waiver of objection to lack of notice or defective notice of the meeting, unless the member at the beginning of the meeting objects to holding the meeting or transacting business at the meeting; and

(b) Waiver of objection to consideration of a particular matter at the meeting that is not within the purposes described in the meeting notice, unless the member objects to considering the matter when it is presented.

Section 7. Quorum. Twenty-five percent of members entitled to vote at a meeting, whether or not present at the meeting, constitutes a quorum. The twenty-five percent requirement may be met by members attending the meeting in person or represented at the meeting by proxy. The members present in person or by proxy at the meeting may continue to do business until adjournment, notwithstanding the withdrawal of enough members to leave less than a quorum. If a quorum is not present, the members present may adjourn the meeting by majority vote.

Section 8. Voting Rights. Each member present in person or by proxy at a members' meeting is entitled to one vote, except that a member entitled to vote at an election of elders may vote for as many persons as there are elders to be elected.

Section 9. Vote required. Members shall elect elders by a plurality of votes cast. All other actions taken by members' vote shall be authorized by a majority of votes cast. A proxy must be in writing subscribed by the member and must be presented to the meeting's presiding official to be qualified.

Section 10. Conduct of Meetings. Membership meetings shall be conducted as follows:

(a) The chairperson of the meeting shall have absolute authority over matters of procedure.

(b) The chairperson may require any person who is not a member of record or holding a proxy to leave the meeting.

Section 11. Business Transacted. The business effectively transacted at a membership meeting shall be confined to the following:

(a) Any matter specified in the notice;

(b) Any matter reasonably related to a matter specified in the notice; and

(c) Any matter (i) the consideration of which is not objected to by any members attending the meeting, and (ii) notice of which is waived by all members not attending the meeting.

Article V

Board of Elders

Section 1. Nomination, The Board of Elders will notify members in writing, 120 days prior to the annual members' meeting, of existing vacancies (or no vacancies) on the board. If a vacancy occurs within the 120-day period, the members' meeting may be rescheduled or an additional meeting scheduled, so as to provide members the opportunity to nominate elder candidates. Members shall have the opportunity to nominate male elder candidates from the current membership of the church and must do so at least 90 days prior to the members' meeting. Nominations must be in writing, addressed to the Board of Elders, in care of the church secretary. The Board of Elders shall consider each nomination on the basis of: Titus 1:6-9, the spiritual maturity and character of the nominee and the nominee's willingness to serve. The Board of Elders shall make the final decision regarding the candidacy of each nominee. At least 30 days prior to the members' meeting, the Board of Elders shall communicate in writing to the membership, the name(s) of approved elder candidates and those current elders whose term of office is complete and who seek another term.

Section 2. Election and Term of Office. The members shall elect the Board of Elders. The number of elders constituting the first Board of Elders shall be five. Thereafter the number of elders constituting the Board of Elders shall be such number as the Board of Elders determines. All elders must be members of the Church. The term of office is two years, after which the elder will be subject to a member vote.

Section 3. Resignation and Removal. An elder may resign by written notice to the church secretary. The members may remove an elder with or without cause upon a consensus vote of the remaining elders.

Section 4. Vacancies. The members shall elect an individual to fill the vacancy on the board in accordance with the procedures established in the foregoing sections continuing until the scheduled end of the term of the elder whose departure created the vacancy.

Section 5. New Elders. The church secretary shall provide each new elder with current copies of the Articles of Incorporation, these Bylaws, and other pertinent information regarding the organization and operation of the Church.

Section 6. Powers. The board shall manage the Church's business and may exercise all the Church's powers, except those powers that are reserved to the members.

Such as:

- The sale of Northwest Community Church property
- The hiring of full time pastoral staff
- The voting of elders
- Adopting the annual budget
- Etc.

Section 7. Committees. The board may appoint committees of members and/or elders.

Article VI

Elders' Meetings

Section 1. Regular Meetings. A regular meeting of the board shall be held at the date, time, and place that the board determines. No notice of such meetings to the elders is necessary. A board meeting may be held at a different time and place with the consent of a majority of the elders upon written notice to all elders who did not consent.

Section 2. Special Meeting. The chairperson of the Board of Elders or a number of elders constituting at least one-third of the elders then in office may call a special meeting of the board at any time by giving notice to each elder.

Section 3. Notice of a Special Meeting. Notice of a special meeting stating the time,

place, and purposes of a special meeting must be given to each elder by one of the following methods:

(a) By mailing a written notice of such meeting to such address as the elder designates from time to time or, in the absence of designation, to the last known address of the elder at least five days prior to the date set for such meeting;

(b) By delivering a written notice of such meeting to the elder at least two days in advance of such meeting, personally, or by electronic means, to the elder's last known office or home: or

(c) By orally notifying the elder of such meeting at least two days in advance, either personally or by telephone.

Section 4. Waiver of Notice. An elder's attendance at or participation in a meeting waives any required notice to the elder of the meeting, unless, at the beginning of the meeting or upon the elder's arrival, the elder objects to the meeting or the transacting of business at the meeting and does not thereafter vote for or assent to any action taken at the meeting. An elder may waive in writing any right to notice before or after a meeting.

Section 5. Quorum. A majority of the elders, or of the members of a committee of the board, constitutes a quorum for the transaction of business. The act of a majority of those elders present at any meeting at which there is a quorum is the act of the board, except as provided by law, the articles of incorporation, or these bylaws.

Section 6. Voting Rights. Each elder present in person at a board meeting is entitled to one vote.

Section 7. Conduct of Meetings. Elders' meetings shall generally follow accepted rules of parliamentary procedure. The presiding official has authority over matters of procedure and may adopt any other form of procedure suited to the business being conducted.

Section 8. Action by Written Consent. Action required or permitted to be taken under authorization voted at a board meeting may be taken without a meeting if, before or after the action, all members of the board then in office consent to the action in writing. The written consents must be filed with the minutes, which will be taken at each meeting, of the board or committee. The consent has the same effect as a vote of the board for all purposes.

Section 9. Electronic Participation in Meeting. An elder or member of a committee may participate in a meeting by means of a conference telephone or similar communication device through which all persons participating in the meeting can communicate with the other participants. Such participation in a meeting constitutes presence in person at the meeting.

Section 10. Committees of Elders. The Board of Elders may designate one or more committees consisting of one or more elders. The board may designate one or more elders as alternate members of a committee, who may replace an absent or disqualified member at a meeting of the committee. Unless prohibited by the board resolution creating the

committee, in the absence or disqualification of a committee member, the committee members present at a meeting and not disqualified from voting, whether or not they constitute a quorum, may unanimously appoint another elder to act at the meeting in the place of the absent or disqualified member. A committee, to the extent provided in the board resolution creating the committee, may exercise all of the board's power and authority in the management of the business and affairs of the Church, except that a committee may not: (i) amend the articles of incorporation; (ii) adopt an agreement of merger or consolidation; (iii) recommend to the members the sale, lease, or exchange of all or substantially all of the Church's property and assets; (iv) recommend to the members a dissolution of the Church or a revocation of a dissolution; (v) amend the Bylaws of the Church; or (vi) fill vacancies in the Board of Elders. Unless a resolution of the Board of Elders expressly so provides, a committee may not declare a distribution of corporate assets. A committee exists and each member serves, at the pleasure of the board. A committee may establish a time and place for regular meetings, for which no notice is required, except that, if the committee changes the date, time, or place of a regular meeting, notice of the change shall be given to each member who was absent from the meeting at which the change was made. Otherwise, a notice of a committee meeting shall be given in the same manner as a notice of a board meeting.

Article VII

Officers

Section 1. Appointment. The Board of Elders, at its first meeting following the annual members' meeting, shall appoint a Chairperson, Secretary, and Treasurer and may elect to appoint one or more Vice Chairpersons, Assistant Secretaries, Assistant Treasurers, and other officers and agents that it deems necessary. The board need not appoint or elect an officer to an office that is already filled and whose term has not expired. The same person may hold two or more offices, but an officer may not execute, acknowledge, or verify an instrument in more than one capacity if the instrument is required by law, the Articles of Incorporation, or these Bylaws to be executed, acknowledged, or verified by two or more officers.

Section 2. Term, Removal, and Vacancies. An officer shall hold office for the term the board specifies upon appointment and until a successor is elected or appointed and qualified, or until the officer's death, resignation, or removal. The board may remove an officer from a position by a vote of the board. An officer may resign by written notice to the Church secretary. The resignation is effective upon its receipt by the Church or at a later date specified in the notice.

Section 3. Chairperson. The Chairperson is the chief executive officer and shall preside at all members' and elders' meetings. The Chairperson shall sign bonds, mortgages, and other contracts and agreements on the Church's behalf, except when the board specifies the same to be done by some other officer or agent. The Chairperson shall see that all orders and resolutions of the board are carried into effect and performs all other duties necessary

or appropriate to the office of Chairperson.

Section 4. Vice Chairpersons. The board may designate one or more Vice Chairpersons to perform the duties and exercise the authority of the Chairperson during the Chairperson's absence or disability. Each Vice Chairperson shall perform other duties that the Chairperson assigns or the board prescribes.

Section 5. Secretary. The Secretary shall (a) cause to be recorded and maintain minutes of all meetings of the board, board committees, and members, (b) cause to be given all notices required by law, these Bylaws, or resolution of the board; (c) be custodian of the corporate records; (d) keep a register of the post office address of each member and elder; and (e) shall perform other duties assigned by the Chairperson or the board.

Section 6. Treasurer. Except as otherwise prescribed by the board, the Treasurer shall have the custody of the corporate funds and securities, cause to be kept in books belonging to the Church a full and accurate account of all disbursements, and other financial transactions of the Church. For the purpose of check and balance, the deposit of all funds to the credit of the Church in such depositories as the board designates, shall be performed by a different party whose authority is directly to the board. The treasurer shall perform other duties that the Chairperson assigns or the board prescribes.

Section 7. Other officers. The board may appoint other officers to perform duties and exercise authority that the Chairperson assigns or the board prescribes.

Article VIII

Indemnification

Section 1. Scope of Indemnity. The Church may indemnify its elders, officers, employees and agents, against expenses (including attorneys' fees), judgments, fines, and amounts paid in settlement actually and reasonably incurred by them in connection with any actions or suits brought or threatened against them, including actions by or in the right of the Church, by reason of the fact that such person was serving as an elder, officer, employee or agent of the Church. The Church may indemnify persons who are not elders or officers to the extent authorized by resolution of the board or by contractual agreement authorized by the board.

Section 2. Authorization of Indemnification. Unless ordered by a court or otherwise provided by law, the Church shall indemnify a person only upon determination that the person acted in good faith and in a manner the person reasonably believed to be in or not opposed to the Church's or members' best interests. Such determination shall be made (1) by majority vote of a quorum of the board consisting of elders who were not parties to the action or suit, (2) if a quorum of disinterested elders is not obtainable, by a majority vote of a committee of elders who were not parties to the action and consisting of not less than two disinterested elders, (3) by independent legal counsel in a written opinion, or (4) by the members.

Section 3. Insurance. The Church may purchase and maintain insurance on behalf of any person who is or was an elder, officer, employee or agent of this Church or is or was serving at the Church's request in any other enterprise against any liability incurred in such capacity.

Article IX

General Provisions

Section 1. Checks. All Church checks or demands for money and notes shall be signed by such persons as the board designates.

Section 2. Fiscal Year. The Church's fiscal year shall be fixed by the board.

Article X

Affiliation

Section 1. Affiliation. The Church shall be affiliated with The Evangelical Free Church of America and its Great Lakes District Conference and may send delegates to their conferences, support their missions, and unite in all mutual efforts for the furtherance of the Gospel of Jesus Christ. This church shall remain autonomous and shall not join itself to any other denomination or synod. It shall remain its own highest authority and conduct its business through its business sessions. The Church shall be a member of The Great Lakes District Conference of The Evangelical Free Church of America, and shall send delegates to conferences, support Home and Foreign Missions, and unite in any mutual efforts for the furtherance of the Gospel as the church itself may officially decide.

Section 2. Statement of Faith. The doctrinal position of the Evangelical Free Church of America and Cornerstone Community Church are summarized in our twelve-article Statement of Faith. We believe:

1. The Scriptures, both Old and New Testaments, to be the inspired Word of God, without error in the original writings, the complete revelation of His will for the salvation of men, and the Divine and final authority for all Christian faith and life.
2. In one God, Creator of all things, infinitely perfect and eternally existing in three persons, Father, Son and Holy Spirit.
3. That Jesus is true God and true man, having been conceived of the Holy Ghost and born of the Virgin Mary. He died on the cross a sacrifice for our sins, according to the Scriptures. Further, He arose bodily from the dead, ascended into heaven, where at the right hand of the Majesty on High, He now is our High Priest and Advocate.
4. That the ministry of the Holy Spirit is to glorify the Lord Jesus Christ, and during this age to convict men, regenerate the believing sinner, indwell, guide, instruct, and

empower the believer for godly living and service.

5. That man was created in the image of God but fell into sin and is therefore lost and only through regeneration by the Holy Spirit can salvation and spiritual life be obtained.
6. That the shed blood of Jesus Christ and His resurrection provide the only ground for justification and salvation for all who believe, and only such as receive Jesus Christ are born of the Holy Spirit, and thus become children of God.
7. That water baptism and the Lord's Supper are ordinances to be observed by the Church during the present age. They are, however, not to be regarded as means of salvation.
8. That the true Church is composed of all such persons who through saving faith in Jesus Christ have been regenerated by the Holy Spirit and are united together in the body of Christ of which He is the head.
9. That only those who are thus members of the true Church shall be eligible for membership in the local church.
10. That Jesus Christ is the Lord and Head of the Church, and every local church has the right under Christ to decide and govern its own affairs.
11. In the personal and premillennial and imminent coming of our Lord Jesus Christ and that this "Blessed Hope" has a vital bearing on the personal life and service of the believer.
12. In the bodily resurrection of the dead; of the believer to everlasting blessedness and joy with the Lord, of the unbeliever to judgment and everlasting conscious punishment.

Article XI

Dedication of Assets

Section 1. Use of Funds. The Church's funds and property shall be used exclusively for the Church's purposes described in the articles of incorporation and these bylaws. No part of the income or assets of the Church shall inure to the private benefit of any individual, member, or elder.

Section 2. Dissolution and Liquidation. If the Church's purposes fail or if the Church ceases to be approved as a tax-exempt organization under the internal revenue code, and any such defect is not cured by appropriate amendment, or in the event of voluntary dissolution, then all of the Church's assets and accumulated income shall be given to the Great Lakes District of the Evangelical Free Church of America. The Church shall be dissolved after all its property has been so distributed.

Section 3. Division Clause. In the case where there is an irreconcilable division within

the Church, which threatens its unity or existence, the District Superintendent along with the GLD Board shall intervene to mediate the situation. The GLD Board shall have the authority in such a case to decide which group will remain as The Evangelical Free Church, and therefore retain title to all rights and assets, which the Church owns.

Article XII

Amendments

The board or members may amend or repeal these Bylaws by affirmative vote of a majority of the existing members or by unanimous vote of the elders then serving.

Voted for adoption at the first Annual Business Meeting, February 24, 2008.

Cornerstone Community Church: Pastoral Candidate Questionnaire

Introduction

If you have pastored before, briefly tell us about each of the pastoral positions you have held, including the size of your congregation(s), setting, number of staff members, church mission, and your reason for transitioning to a new position.

Theological/Ethical

1. Our Cornerstone Community Church Doctrinal Statement is included in these materials. Do you have any questions, concerns, or disagreements with our Doctrinal Statement? Can you commit to supporting our Doctrinal Statement without reservation?

2. Do you identify yourself with any particular school of theological thought?

3. Examine each of the Bible's qualifications for pastors and elders throughout the New Testament.

- a. Which of these qualifications do you believe are your strongest qualities?

- b. With which of these requirements do you see the most need for further growth?

4. According to our Church Constitution and By-Laws, Article 3, Section 2, membership at Cornerstone Community Church is based on the “5 G’s.” Discuss what requirements you feel are necessary in order to be a fully participating member of the local church.

5. Please include with your submission a one-to-four page summary Doctrinal Statement that includes your position on the following:
- a. The inerrancy of Scripture.
 - b. Justification by faith.
 - c. Sanctification: specifically, what are the various means God uses to sanctify the believer?
 - d. Humanity’s fall into sin.
 - e. What does the Bible teach concerning spiritual gifts? Please delineate your views about prophecy and speaking in tongues—the “sign gifts.”
 - f. Describe your views on the events described in Genesis 1-11? Specifically, are they factual, symbolic, or is there another “description” that summarizes your view?
 - g. Divorce and remarriage.
 - h. Baptism and the Lord’s Supper.

Ministerial/Pastoral

1. Our Cornerstone Community Church Mission/Vision/Values/Culture (MVVC) Statement is included in these materials. Do you have any questions, concerns, or disagreements with our MVVC Statement? Can you commit to supporting and advancing our MVVC Statement?

2. Please share with us your call to the pastoral ministry.

3. Do you identify with any historic or current models of local church ministry (such as “seeker sensitive,” or “gospel-centered,” or “missional,” etc.)?

4. Examining Ephesians 4:11-16, describe your sense of calling as an equipper.

5. A pastor is charged by God to preach to the church (“the pulpit ministry of the Word”) and to shepherd the people in a more individual way (“the personal/private ministry of the Word”). Which aspect of the ministry appeals to you the most? What are some specific ways you could be helped to develop your skills in either of these areas?

6. What is your philosophy of preaching; i.e., your model or approach to preaching (such as “exegetical,” or “topical,” etc.)? (Note: See more under “Preaching/Teaching.”)

7. What is your approach to counseling? Do you follow a particular model/approach to counseling? How do you handle your counseling load?

8. What are your methods for involving yourself in the lives of your congregation as their shepherd and overseer of their soul care?

9. What activities characterize your evangelistic interest? What is your approach to personal evangelism? Corporate evangelism?

10. What do you believe are the roles of men's and women's ministries within the church?

11. How would you handle a case of scandal or immorality by a church member? What is your view/approach to church discipline?

12. What are the biblical responsibilities of elders? Are there any distinctions between elders, pastors, and overseers?

13. What are the biblical responsibilities of deacons? How are deacons and elders to relate?

14. What is your missionary vision for the church? How are you currently demonstrating missionary interest and involvement?

15. How do you handle conflict in the church?

16. What are your views and practices regarding “change management” in a congregation?

17. Discuss your strategies for growing the number of attendees and members in the local church. Specifically, please provide examples of methods you have used (or would like to try) in order to attract younger families and to sustain the middle and high school youth programs.

18. What are your views regarding the financial stewardship of the congregation's obligations/budget? What are your views regarding raising money for various projects and ministries within the church? What are your views regarding the church soliciting and/or raising funds from those outside the church? What are your convictions about the local church and debt?

Preaching/Teaching

1. Developing further your response to question 3 under “Ministerial/Pastoral,” how would you summarize/describe your approach to preaching? Are there any pastors/preachers and/or books/authors on preaching that have significantly influenced your preaching style/philosophy?

2. According to your observations, what doctrines need special emphasis in our day?

3. Describe a sermon that you have given that you believe met a special need within the life of the church.

4. Are there any topics you feel uncomfortable preaching about?

5. How do you compare and contrast preaching and teaching? Which do you enjoy the most? Which are you most gifted at?

6. What are your thoughts/convictions on adult Sunday School (ABF—Adult Bible Fellowship)?

7. As a preacher/teacher, what is the goal of your preaching/teaching?

8. As a preacher/teacher, how do you “balance” doctrine/life? In other words, how do you relate God’s changeless truth to our changing times?

9. What does the phrase “Christ-centered preaching/teaching” or “gospel-centered preaching/teaching” mean to you?

Worship Style

In some churches today, “worship wars” erupt over “style of music/worship” such as “traditional,” “contemporary,” or “blended.” What do these various terms mean to you? Do you have a preference/conviction about worship/music style? When conflict erupts regarding worship, how do you address it?

Personal/Family

1. Tell us about your family.

2. How does your wife feel about your commitment to pastoring?

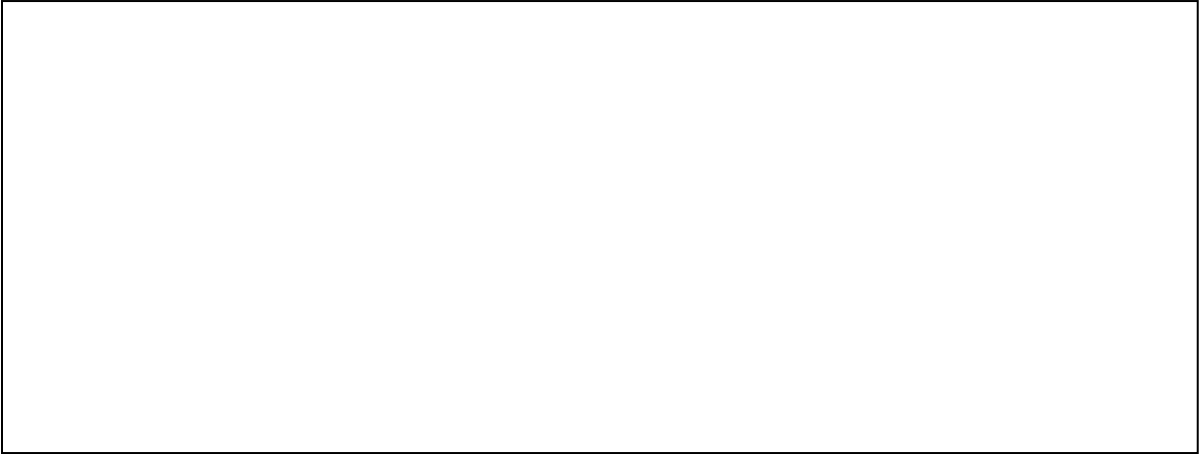
3. How does your family feel about the possibility of this job change?

4. What things would you like the church to do to provide support to your family?

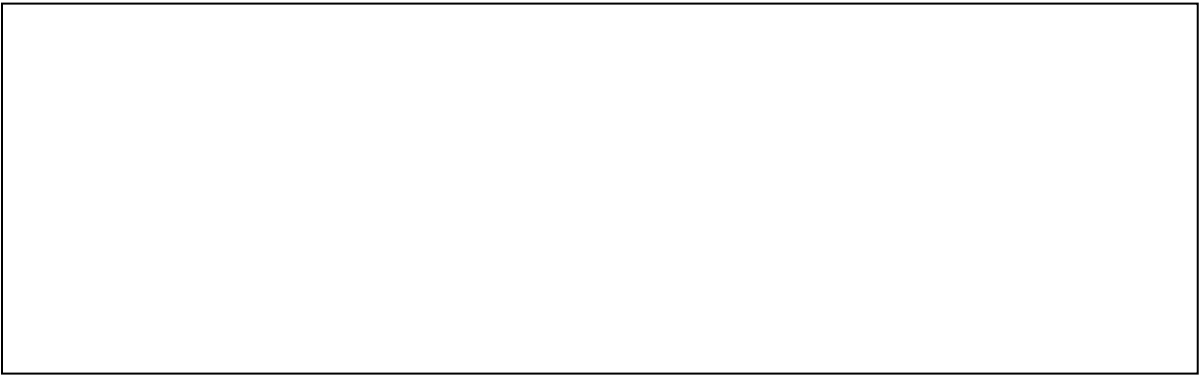
5. How is the pastor to be held accountable? What relationships in your life currently provide accountability for responsible attitudes and behavior, both personally and as pastor?

6. What are your specific and regular practices regarding the spiritual disciplines (e.g., personal prayer, Bible study, meditation, stewardship, learning, etc.)?

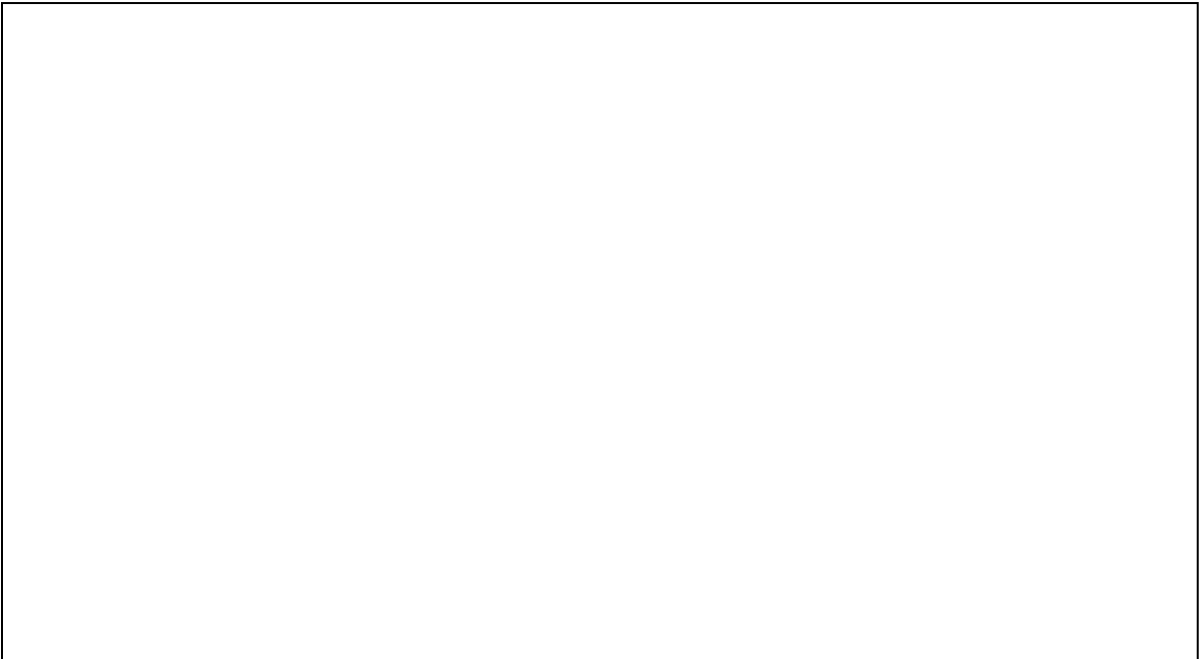
7. Who are your favorite Christian writers, commentators, theologians, etc.? Why?



8. What are the last five books that you have read in the past year? What is the most helpful book you read in the past year?



9. Who are your heroes, and why are they your heroes?



Conclusion

1. Are there any of our questions that “concern you” or “raise any red flags?”

2. Describe your three most important ministry goals.

3. What attracts you to our church?

4. How does this ministry position fit within your sense of pastoral calling?

5. What questions do you have for us?