

The Church of Infinite Harmony
Corporate Bylaws

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PREAMBLE

The members of this church accept the stewardship of Planet Earth and all life contained within. The Church of Harmony recognizes all faiths who accept the sanctity of Planet Earth and all its inhabitants, and provides Sanctuary for all lifeforms regardless of species, race, ethnicities or sexuality in the pursuit of Harmony.

The Bylaws are intended to apply esoteric concepts to the establishment of the structure and function of this church body. These Bylaws establish Church of Infinite Harmony's interpretation of these esoteric concepts. The Church of Infinite Harmony does not recognize any one viewpoint as absolute, but recognizes many esoteric traditions as interpretations of the Infinite Mystery. Esoteric Schools including, but not limited to, the Hermetics, Tantrics, Taoists, Physicists and Sufis are all guilds of a greater doctrine that encompasses the Church of Infinite Harmony.

Article 1 : Name and Incorporation

A. Name of the Corporation

This congregation shall be known as Church of Infinite Harmony, incorporated under the laws of the State of California.

B. Church Location

Mailing address is:

Church of Infinite Harmony

1521 Jewel Valley Rd.

Boulevard, CA 91905

C. Organization Purpose

Church of Infinite Harmony, Inc. shall be organized and operated exclusively for religious purposes within the meaning of Section 501(c)(3) of the Internal Revenue Code of 1986, or the corresponding provision of any future United States Internal Revenue law in order to:

1. Practice the Church's Principles.
2. Conduct regular religious prayer services through various forms of congregation.
3. Spread Harmony by ministering to all through gatherings, internet, videos, and other forms of mass media.
4. Conduct a local and international church by the direction of Harmonic Principles to all life forms.
5. Maintain local church and missionary facilities on grounds recognized as sanctuaries.
6. License and ordain qualified individuals including graduates of Stewardship Training.

7. To have the right to own, hold in trust, use, possess, sell, convey, mortgage, lease or dispose of such property, real or chattel, as may be needed for the prosecution of its work.

8. The Church of Infinite Harmony is not organized, nor shall it operate, for pecuniary gain or profit, and it does not contemplate the distribution of gains, profits, or dividends to its members and is organized solely for non-profit purposes. The property, assets, profits and net income of this church are irrevocably dedicated to charitable, educational, and religious purposes and no part of the profits or net income of this church shall ever inure to the benefit of any individual. On the dissolution of this church, its assets remaining after payment, or provision or payment of all debts and liabilities of this church shall be distributed to a non profit fund, foundation, or corporation that is organized and operated for charitable, educational, ecclesiastical, or religious purposes and that has established its tax exempt status under Section 501(c)(3) of the Internal Revenue Code of 1986.

D. Term

The term in which the corporation is to exist is perpetual.

Article 2 : Statement of Harmonic Principles

1. The Harmonic Principle of the Infinite Mystery

The Church of Infinite Harmony recognizes the origins of life, Earth, and spiritual knowledge as The Infinite Mystery whose true nature can not be understood by humankind, but only felt; not defined, but only contemplated. The Infinite mystery is a paradox we attempt to decipher with our minds, only to leave our minds at the door to infinity. It is the desire to know ourselves through an infinite portal of learning, growing and becoming.

2. The Harmonic Principle of Coherence

The Church of Infinite Harmony recognizes the universe as one coherent body, and that all forms and atomic structures seen and unseen have the sovereign right of existence in this universe. These forms are not separate from each other, nor hold any hierarchy over each other, but are merely in varying states of vibration, rhythm and polarity. Harmony is the willful acceptance of this without the desire to destroy, defeat, silence or war with any other existing principle, person or entity in the universe.

The Harmonic Principle of Coherence manifest is Gaia, the self-organizing being also known as Planet Earth.

3. The Harmonic Principle of Co-Emergence

The Church of Infinite Harmony recognizes the living body of Universe as a Self Organizing entity capable of transmuting itself within the (self realized) container that is existence. The self-organizing properties of the Universe are immanent, non-linear and

are a co-emergence of each individual organism. Humans are an emergent property of a self organized Gaia, or Earth, which is itself an emergent property of a self-organized Universe expanding toward deeper complexity, potentiality and consciousness.

4. The Harmonic Principle of Sanctity

The Church of Infinite Harmony recognizes the living body of the Universe as sacred, and living body of Gaia as a Sanctuary. The Church of infinite Harmony swears to protect the sanctity of Gaia through the preservation of all biodiversity, habitat and natural resources. The Stewards of Gaia practice this by establishing Sanctuaries and practicing the Principles within these Sanctuaries.

5. The Harmonic Principle of Stewardship

The Church of Infinite Harmony recognizes the Stewardship of Gaia as a sacred practice. The ordination and education of Land Stewards is the primary method of worship, and the act of Stewardship is the practice and realization of the Harmonic Principles.

6. The Harmonic Principle of Presence

Presence is the perpetual state of existence. The Infinite Mystery can only be felt through the Harmonic Principle of Presence; the infinite gateway toward a greater coherence with all emergent properties of Gaia and the Universe.

7. The Harmonic Principle of Change

The universe is not static. It is in a perpetual state of atomic change, which is the very basis of the continuity of life. Our choices create change. The being that cannot change

will suffer. Our liberation from suffering is dependent on our adaptability and our choice. We utilize the Harmonic Principle of Change to shift our thoughts, to rhythmically shift them from one feeling to another, one perception to another. We practice the Hermetic Principles of Vibration, Polarity and Rhythm to maintain an infinite mind state toward Harmony.

“Square without corners, vessel without walls, soundless tone, formless image—that is the shape of the Tao. Accept, allow, adapt, flex, bend, change—that is the method of the Tao. Create, complete, fulfill, reverse, return, renew—that is the movement of the Tao.” - *Tao Te Ching*

8. The Harmonic Principle of Polarity

Harmony can only be understood through disharmony, which manifests on the polarities as peril, danger, or discord. The disharmonic vibrations of our existence accentuate the innate human desire toward Harmony. One cannot be experienced without the other. The nature of the experienced universe is rooted in polarity.

9. The Harmonic Principle of Sovereignty

All beings are sovereign. Sovereignty is the natural state of being. Free-will is both a divine right and a responsibility, which requires the practice of the Harmonic Principles to avoid perturbations in the self-organizing Gaian field.

The Church recognizes its own right to sovereignty and strives for its own Harmonic existence without infringing on the right of another person or idea to exist; a state of expansion that encompasses all viewpoints. The Church recognizes that organizations and

entities that do not practice the Harmonic Principle of Coherence may unlawfully infringe upon the Sovereignty of the Church and other Emergent properties of Gaian consciousness, and will in appropriate cases, enact due diligence to maintain it's sovereignty.

Article 3 : Members

A. Definition

The members of The Church of Infinite Harmony are those who have recognized that stewarding the Land and facilitating the Harmonic Healing of all inhabitants is their life's purpose. They have accepted the responsibilities of commitment and submission to the authority of the Elders. Their commitment is recognized by other members of the church.

B. Reception Of Members

Any being who desires to make The Church of Infinite Harmony their home church will be welcomed into membership through application to the Elders of the church. Those persons desiring membership shall first submit an application to the Elders requesting that membership status be conferred upon them, and then be interviewed by one of the church Elders to determine that those applying have made a satisfactory profession of faith, have been recognized a Steward of Harmony, and understand the privileges and responsibilities of membership. The Elders may create alternative methods for membership reception at their discretion.

C. Application

The person desiring membership shall initiate the membership process in The Church of Infinite Harmony. Application for membership shall be made on the forms provided by the Corporation.

D. Review of Membership

The church staff shall periodically review the member roll. Members who no longer meet the requirements for membership as outlined in Article 3, Section B, shall be purged from the member roll after an affirmative vote by the Board of Elders.

E. Privileges of Membership

The member has the privilege of being associated and partnering with this work of bringing for the Harmonic Principles and the Stewards of the Corporation. Members may serve in various volunteer positions, have priority use of facilities over non-members, and will be invited to participate in exclusive Member Meetings according to section G in this Article.

The Church of Infinite Harmony, Inc. shall have only nonvoting members. The members shall be prohibited from participating in the governance of the Corporation or voting in any way.

F. Termination of Membership

Termination of membership shall be accomplished in one of the following ways:

1. At the member's request;
 2. By transfer of membership to another church;
 3. By determination of the Board of Elders for good and sufficient cause;
 4. By failure to continue to meet the requirements of Membership outlined in Article 3.B;
- or
5. By death.

G. Member Meetings

An annual business meeting of the members may be held each year at a date and time designated by the Board of Elders to deliver financial reports, including a report of the prior year's activities and a budget for the following year's activities, and to update the members on any business matters that the Elders decide. Members Meetings are the primary method of presenting Senior Land Steward and Elder candidates to the congregation for discernment and comments.

H. Mutual Interest.

The behavior of anyone in fellowship with this church is of common interest to the Land Stewards, Elders, and membership. This church requires every Board member and Congregational member to adhere to a life style that is consistent with the doctrines of this church as shared through the Harmonic Principles. Therefore, this church reserves the right to refuse service to any individual, whether member or not, that is not earnestly acting through the Harmonic Principles. This refusal would include services, benefits, and any use of church assets.

I. Policy and Procedures

To establish an efficient leadership infrastructure, the Senior Land Steward/Chairman shall be responsible to clearly articulate in clear, concise and simple language, a policy and procedures document. The purpose of this document is to create a consistent and logical framework that empowers staff and volunteers to participate in the decision-

making processes that reflect the Senior Land Steward/Chairman's heart and vision for the church.

J. Privacy

This church shall diligently watch to keep private all records concerning policy, doctrine, counseling and information on individuals in fellowship with this church. This church must not disclose any records that may compromise information about a member's attendance, membership status, giving and counseling records.

Article 4 : Church Governance and Corporate Officers

The Church of Infinite Harmony comprises both a spiritual body and a legal body. Because of this, the Elders act as the spiritual leaders of the congregation and also serve as the Board of Directors of the Corporation. As such, they also act as the Trustees in all major financial and business matters of The Church of Infinite Harmony

The Church of Infinite Harmony seeks to be led by the Harmonic Principles in all its decisions. The Senior Land Steward/Chairman, the Elders/Board of Directors, and the Congregation all have a role in leadership. The Senior Land Steward/Chairman's office is responsible for developing and communicating the vision, overseeing the day-to-day Stewardship of the church, and general care for the congregation. The Elders are to protect the church through counsel, prayer, and if required, the discipline of the Senior Land Steward/Chairman. The Elders/Board of Directors are to serve the church. The congregation influences the spiritual tone, strength and direction of the church.

The Senior Land Steward/Chairman, in consultation with the Elders/Board of Directors, may authorize any officer or officers, agents or agents of the corporation, in addition to the officers so authorized by these Bylaws, to enter into any contract or to execute and deliver any instrument in the name of and on behalf of the corporation. Such authority may be general or confined to specific instances as the Elders see fit.

A. Chairman of the Corporation

The oversight and authority of the church is vested first in the Senior Land Steward and then in Elders who will comprise the ruling body of the church and as a body have the power and authority to act on behalf of the church.

The Senior Land Steward shall be the chairman of the Corporation. The Chairman of the Corporation is responsible for discharging the duties of the office in a manner consistent with the Bylaws, the requirements for membership, and the best interests of the congregation.

If the office of Senior Land Steward is vacant, the Elders will appoint an acting chairman who will serve until a replacement is discerned following whichever appropriate process as outlined in either Article 4, Section B, or Article 4, Section C of these Bylaws.

B. Installation of New Senior Land Steward when Departing Senior Land Steward is in Good Standing

1. If the Senior Land Steward/Chairman is in good standing or dies while in good standing, a new Senior Land Steward/Chairman shall be selected through the following process. The Senior Land Steward/Chairman shall nominate a new Senior Land Steward/Chairman (in a previously signed writing in the event of death) and the Confirmation Committee shall then confirm such nominee by an affirmative vote of two-thirds of the members of the Confirmation Committee. In the event that the Confirmation Committee does not confirm such nominee, the process shall repeat until a nominee is confirmed.

If the Senior Land Steward/Chairman is unable to nominate a new person, then the Elders shall nominate a person, under the same terms as are described in Section I, Paragraph 1 in this Article below.

2. The Senior Land Steward/Chairman is in "Good Standing" if: (1)they are not under discipline by the Elders, (2)they are not under investigation by the Elders, and/or (3)they

have not engaged in any conduct that could subject the Senior Land Steward/Chairman to discipline by the Elders.

3. The Board of Elders shall serve as the Confirmation Committee.

4. In the event of a vacancy in the office of the Senior Land Steward/Chairman due to disability, death, or other absence while the Senior Land Steward/Chairman is in good standing, the acting Senior Land Steward/Chairman shall be a person named by the Senior Land Steward/Chairman in a signed writing to the Elders in advance of such disability or absence. Such acting Senior Land Steward/Chairman shall serve until such time as a new Senior Land Steward/Chairman is nominated and confirmed pursuant to Paragraph 8.1. The acting Senior Land Steward/Chairman shall be eligible for nomination and confirmation as Senior Land Steward/Chairman.

C. Installation of New Senior Land Steward when Departing Senior Land Steward is not in Good Standing

1. If the Senior Land Steward/Chairman is not in good standing, a new Senior Land Steward/Chairman shall be selected through the following process. The Elders shall nominate a new Senior Land Steward/Chairman by an affirmative vote of at least one less than the total number of Elders, and the Confirmation Committee shall then confirm such nominee by an affirmative vote of two-thirds of the members of the Confirmation Committee. In the event that the Confirmation Committee does not confirm such nominee the process shall repeat until a nominee is confirmed.

2. The Senior Land Steward/Chairman is not in "Good Standing" if: (1)they are under discipline by the Elders, (2)they are under investigation by the Elders, and/or (3)they

have engaged in any conduct that could subject the Senior Land Steward/Chairman to discipline by the Elders.

3. In the event of a vacancy in the office of the Senior Land Steward/Chairman due to disability, death, discipline, or absence while the Senior Land Steward/Chairman is not in good standing, the Elders may by a vote of one less than the total number of Elders appoint an acting Senior Land Steward/Chairman until such time as a new Senior Land Steward/Chairman is nominated and confirmed. The acting Senior Land Steward/Chairman shall be eligible for nomination and confirmation as Senior Land Steward/Chairman.

D. The CEO of the Corporation

The Senior Land Steward and Elders shall appoint the CEO of the Corporation. The Senior Land Steward may not hold the office of CEO. The CEO of the Corporation is accountable to the Senior Land Steward and Elders to assure that the following duties are properly discharged.

1. The CEO is the senior administrator of the church. They are ultimately responsible for all day-to-day administrative decisions of the church.
2. The CEO provides direction for the church staff either directly or through those whom they have appointed. All staff hiring and firing is done through the process outlined in Article 5, Section C, Paragraph 1 entitled, "Board Decisions."
3. The CEO will approve the budget. An annual budget must be prepared by the Treasurer each year. The budget is to be based on 90% of the previous year's undesignated income.

E. Secretary of the Corporation

The Secretary of the Corporation shall be an Elder appointed by the Elders as its representative. The term of office shall be three years and shall automatically renew for successive three-year terms until terminated as provided in this document. The Senior Land Steward and any Elder may be The Secretary of the Corporation. The Secretary of the Corporation is responsible:

1. To attend all meetings of the Elders
2. To maintain the minutes of Elders' meetings and congregational members' meetings.
3. To maintain all legal documents with the state of California, the Federal Government, and all Certifying Boards.

F. Treasurer of the Corporation

The Senior Land Steward and Elders shall appoint the Treasurer of the Corporation. The term of office shall be three years and shall automatically renew for successive three-year terms until terminated as provided in this document. The Senior Land Steward and any Elder may be The Treasurer of the Corporation. The Treasurer of the Corporation is accountable to the Senior Land Steward and Elders to assure that the following duties are properly discharged.

1. To oversee all funds of the congregation and deposit those funds in a reliable banking institution approved by the Elders and Finance Team
2. To see that all bills are paid by properly authorized means at the request of the Finance Team or Senior Land Steward
3. To see that accurate records are kept of all receipts and disbursements
4. To prepare a monthly financial report and an annual report

Article 5 : Elders

A. General Powers and Functions

The Elders shall function as the Board of Directors, Trustees of the Corporation and represent The Church of Infinite Harmony and its associated Stewards in all matters of legal responsibility and shall have spiritual oversight over the entirety of The Church of Infinite Harmony.

B. Number of Members

There shall be a Board of Elders consisting of no less than five (5) Elders including the Senior Land Steward who is the Lead Elder. The Board of Elders shall have no maximum number of members.

C. Meetings of Elders

1. Board Decisions

Consensus is desired and shall be pursued in all board decisions. However, a quorum of the Elders present at each meeting is required in order for any action to be taken on any business of the Board of Elders.

2. Quorum

A simple majority of the Elders present at each meeting, which must include the Senior Land Steward/Chairman, shall constitute a quorum for the transaction of business at any meeting of the Board of Elders.

3. Frequency of Meetings

A meeting of the Elders shall be held at least four times per year. The Senior Land Steward/Chairman, or any Elder may call a meeting at any time, under the condition that a majority of the Elders attend the meeting.

4. Leadership of Meetings

If at all possible, the Senior Land Steward/Chairman is to set the agenda, attend, and lead each Elder's meeting. If that is not possible, the Secretary/Treasurer shall lead the meeting. If neither the Senior Land Steward/Chairman nor the Secretary/Treasurer is able to lead the meeting, the Elders must choose a leader for that meeting and proceed in order, with the appointed leader keeping minutes for the record.

Any motions passed and recorded in a meeting without the Senior Land Steward/Chairman or the Secretary/Treasurer may not take effect until the following meeting with either the Senior Land Steward/Chairman or the Secretary/Treasurer present when the minutes of the previous meeting are approved.

5. Location of Meetings

Any meeting of the Elders may be held at such place or places as shall from time to time be determined by the Elders or fixed by the Senior Land Steward/Chairman and designated in the notice of the meeting.

6. Written Notice of Meetings

Whenever, under the provisions of a statute or the Articles of Incorporation or these Bylaws, a written notice is required to be given to any Elder:

- a. Such notice will require a minimum of four (4) days notice.
- b. Such notice may be given in writing, by email, or by postal mail at such email address or postal address as appears on the books of the corporation and such notice shall be deemed to be given at the time the notice is faxed or mailed.
- c. The person entitled to such notice may waive the notice by signing a written waiver either before, at, or after the time of the meeting.
- d. Attendance of an Elder at any meeting of the Board of Elders will constitute a waiver of notice of such meeting except where such Elder attends a meeting for the express purpose of objecting, at the beginning of the meeting, to the transaction of any business because the meeting is not lawfully called or convened.

7. Regular Meetings

The Elders may establish regular meetings. No notice shall be required for any regular meeting.

8. Elder Action by Unanimous Written Consent Without Meeting

Any action required or permitted to be taken by the Elders under any provision of law may be taken without a meeting, if all of the Elders shall individually or collectively consent in writing to such action. Such written consent or consents shall be filed with the minutes of the proceedings of the Elders. Such action by written consent shall have the same force and effect as the unanimous vote of the Elders. Any certificate or other document filed under any provision of law which relates to action so taken shall state that the action was taken by unanimous written consent of the Elders without a meeting and that the Bylaws of this corporation authorize the Elders to so act and such statement shall be prima facie evidence of such authority.

9. Waiver of Notice

Attendance of an Elder at any meeting of the Elders will constitute a waiver of notice of such meeting except where such Elder attends a meeting for the express purpose of objecting, at the beginning of the meeting, to the transaction of any business because the meeting is not lawfully called or convened.

10. Meetings by Remote Communications Technology

Subject to the notice provision aforementioned in this Article, the Elders may also hold meetings by means of a remote electronic communications system, including video or telephone conferencing technology or the Internet, or any combination, only if each person entitled to participate in the meeting consents to the meeting being held by means of that system, and the system provides access to the meeting in a manner or using a method by which each person participating in the meeting can communicate concurrently with each other participant. Participation in such a meeting shall constitute presence in person at such meeting, except participation for the express purpose of objecting to the

transaction of any business on the ground that the meeting is not lawfully called or convened.

D. Requirements for Elders

Specific Elder Board qualifications are those that are consistent with both biblical mandates as well as leadership standards unique to the The Church of Infinite Harmony community.

1. Leadership Qualifications

The following leadership qualities must be evident in individuals being nominated for Eldership:

- a. Proven record of leadership experience
- b. Able to think critically, abstractly, and globally through issues
- c. Able to receive and offer constructive criticism
- d. Possess the spiritual gifts of leadership and/or administration

2. Unique Qualifications

The following qualifications unique to the The Church of Infinite Harmony community must be evident in individuals being nominated for Eldership:

- a. In agreement with The Church of Infinite Harmony's Harmonic Principles
- b. In agreement with The Church of Infinite Harmony's Bylaws

- c. In agreement with The Church of Infinite Harmony's philosophy and style of Stewardship
- d. In agreement with the Elder Board's chosen style of governance
- e. Able to identify and use their personal spiritual gifts
- f. A proven track record of working well with people
- g. A desire to serve in various Stewardship capacities within The Church of Infinite Harmony
- h. Attends The Church of Infinite Harmony on a consistent basis
- i. A current Church of Infinite Harmony member and an active Small Group member

E. Appointment

When the Senior Land Steward, in consultation with the Elders, believes a church member is performing, or is capable of performing, the function of an Elder, the Elders will interview the candidate to determine qualifications, call, and willingness to serve.

After the evaluation process is completed, the person will be recommended to the congregation as a potential Elder. After the discernment and comment period, allowing the congregation time to respond, the Senior Land Steward and the Elders will formalize the decision by the laying on of hands in a public service.

F. Term

The term of office shall be four years and shall automatically renew for successive four-year terms until terminated as provided in this document. The Senior Land Steward will

give a formal or informal review every four years. They may choose to involve the Elders in the review process. If warranted, a review can be done earlier.

The term can be ended in light of the following:

1. The Elder resigns.

2. The Senior Land Steward, in consultation with the Board of Elders, calls for it because of serious moral failure, insubordination, ongoing difference of vision, or if the Elder is not fulfilling, or cannot fulfill, the requirements of the office. Depending on the situation, immediate resignation may be requested. The congregation shall then be notified.

3. Elders may volunteer to be placed in inactive status if they feel they are temporarily unable to fulfill all the responsibilities of the position. For example, an Elder could request inactive status during an extended recuperation period for a medical condition. The Senior Land Steward, in consultation with the Board of Elders, will consider the request.

Article 6 : Land Stewardship Ordination and Licensing

A. Role of the Elders

The Senior Land Steward and Elders may ordain and/or license a person as a Land Steward after first examining the applicant's background, moral and spiritual character, and previous actions and accomplishments. Final determination shall be within the absolute discretion of this group.

B. Application

Application for ordination and/or licensing as a Land Steward shall be on a form provided by the Elders. An application shall be either approved or denied within ninety (90) days of completing the process set forth by the Elders as defined in Section A above. Those applicants who are approved shall receive a certificate evidencing the approval.

C. Ability to Limit Stewardship

The Elders may, at their own discretion, limit licensed or ordained Land Stewards to a specific area of special emphasis.

D. Stewardship Training

The Senior Land Steward his staff may establish a School of Stewardship, setting forth a prescribed curriculum and course of study leading to ordination and licensing of Land Stewards. The School of Stewardship shall prepare students in the knowledge of the Harmonic Principles and in stewarding the people's needs.

E. Duties of Land Stewards

Upon the Ordination of Land Stewards, The Church of Infinite Harmony shall guide, support, protect, and authorize the practices of Stewardship.

Such persons are authorized to practice the following religious functions:

1. The growth of food in accordance with the principles of permaculture and regenerative farming as a means of healing the relationship between food and humans and creating a transpersonal relationship with Planet Earth.

2. The tending to a parcel of land, chosen by the Stewards, in accordance with the Harmonic Principles, treating all aspects of the parcel as sacred and without hierarchy. Each tree, plant, animal, insect, rock etc. has the right to exist and follows a natural order in its existence.

3. The construction of dwellings and places of worship in accordance with the principles of natural building, sustainable architecture, and non toxic materials.

4. Self Education on the principles of water conservation and renewable energy as a means of sustaining human life on planet earth in accordance with the Harmonic Principles.

5. Building or Obtaining a House of Practice, where all humans can come to learn, heal, grow, and move toward harmony with the self and all beings, seen and unseen, sentient and non-sentient.

6. Accepting all forms of religious practice and personal growth that harm no other person or create a dualistic viewpoint of right and wrong and promote peace among all beings, plants animals and the planet itself.

7. Supporting all persons toward the adoption of the Harmonic Principles without judgement and by the accord of all persons willingly. A person's rejection of the Harmonic Principles does not invalidate their points of view or practices. The Land Stewards refrain from all Dogma, as the unknowable Infinite Mystery is the first Principle of Harmony.

8. Engaging and/or administering any form of practice, philosophy therapy, ritual or ceremony that leads our fellow humans toward a deeper connection to source Gaian consciousness, to inter-human connectedness and/or toward a deeper reverence for the self and all life on Earth.

Article 7 : Elder Meetings

A. Annual Meeting

1. An annual members meeting will be held once a year. The meeting will be announced at least two weeks in advance through the church bulletin. Other notice is not required.

2. The annual budget will be presented; reports from various Stewardships may be given, new Stewardship leaders presented, visions shared, and other items covered that the Senior Land Steward may add to the agenda.

3. Other special meetings may only be called by the combined approval of the Senior Land Steward and Elders.

B. Decision Making

1. The Senior Land Steward and the Elders will normally make congregational decisions. Alternatively, the Elders may delegate department level decision making to the appropriate Stewardship leaders of specific Stewards within the church.

2. At the sole discretion of the Senior Land Steward and the Elders, Land Stewarding positions and matters may be brought before the full congregation for affirmation or for further discernment. Some of these matters include but are not limited to:

- a. Full time Land Stewards and Elders,
- b. Building purchase or expansion

3. Members do not vote, instead, on matters brought to the congregation for discernment, there will be opportunity to respond personally to a Land Steward, to a designated person, or by some type of response card. After a set period of time, the Senior Land Steward and Elders will discuss the discernment received and make the final decision. The decision will be announced to the congregation or published in some form.

4. Final authority in all decision-making rests with the Elders according to the process described in Article 5

C. Conflict of Interest Policy

1. Duties of Board Members

a. Elders have a fiduciary duty to the Church of Infinite Harmony in financial and legal matters. Fiduciary matters involve responsibilities to care for business interests. This fiduciary responsibility includes all other board responsibilities.

b. Elders will demonstrate loyalty, putting board responsibilities above other outside interests.

c. Elders will demonstrate a duty of confidentiality, keeping private the dealings and information from board meetings and church business.

2. Disclosures

a. Elders will disclose outside interests conflicting with the interests of the company. These potential conflicts of interest include relationships or responsibilities (personal, financial, and others). Any Elder to be found having a conflict of interest on voting matters will be considered an “interested person”

b. Interested persons are excused from participating in a discussion, reporting, or voting on an issue. The member may also recuse (excuse) themselves from that issue.

Disinterested persons may approve transactions involving interested persons as long as

1. The transaction was approved by the disinterested directors with disclosure of the conflicting interest; or
2. The contract was just and reasonable at the time of approval (i.e., fair)

Article 8 : Church Oversight

A. Disciplining Church Members.

All correction of members is intended to restore the integrity of the member to full fellowship with the Harmonic Principles and the church. Every member who continues act out of integrity will be addressed personally and given the opportunity to heal and be restored. If the member chooses to decline a discussion, two or three members will go together to commune him or her. If the member persists in his or her refusal, the matter may be brought to the attention of the Elders. If the member will not hear the Elders, the Elders may agree upon an appropriate form of discipline including removal from church membership.

B. Disciplining the Senior Land Steward/Chairman.

1. Criteria for Discipline

Should the Senior Land Steward/Chairman demonstrate immoral conduct, financial practices, or any action that in the opinion of two or more Elders may require either personal correction or termination of his position, such Elders shall contact the Senior Land Steward/Chairman and then, if necessary, the Board of Directors for investigation and evaluation of any appropriate discipline.

2. Process for Investigation

Should the Board of Directors be asked to investigate alleged Land Stewarding misconduct, a consensus of three (3) of the Elders are required to initiate an investigation,

and a consensus of all Elders are required take disciplinary action. With such a consensus, the Elders shall assume complete authority over the Senior Land Steward/Chairman; they may decide to remove them from their position or to discipline them in any way they deem necessary.

3. Motivation

It is the intention of The Church of Infinite Harmony to protect the hearts of all involved in matters of Land Stewarding discipline.

Article 9 : Business Practices

A. Fiscal Year

The fiscal year of the corporation shall be the calendar year.

B. Contracts

The Trustees may authorize any officer or officers, agent or agents of the corporation, in addition to the officers so authorized by these Bylaws, to enter into any contract or execute and deliver any instrument in the name of and on behalf of the corporation. Such authority may be general or may be confined to specific instances.

C. Checks, Drafts, or Orders.

All checks, drafts, orders for the payment of money, notes, or other evidences of indebtedness issued in the name of the corporation shall be signed by such officer or officers, agent or agents of the corporation, and in such manner, as shall from time to time be determined by resolution of the Trustees. In the absence of such determination by the Trustees, such instruments may be signed by either the Secretary/Treasurer or the Senior Land Steward/Chairman of the corporation in accordance with their duties outlined in these Bylaws.

D. Deposits

All funds of the corporation shall be deposited to the credit of the corporation in such banks, trust companies, or other depositories as the Trustees may select in accordance with these Bylaws.

E. Gifts

Any Trustee may accept on behalf of the corporation any contribution, gift, bequest or device for any purpose of the corporation.

F. Books and Records

The corporation shall keep correct and complete books and records and shall also keep minutes of the proceedings of its members, Trustees, committees having and exercising any of the authority of the Trustees, and any other committee, and shall keep at the principal office a record giving the names and addresses of all Trustees members entitled to vote. Books and records of the corporation may be inspected by any church member for any proper purpose at any reasonable time as approved by a majority of the Trustees on a case- by-case basis.

Article 10 : Property

This church shall have the right to purchase or acquire by gifts, bequests, or otherwise, either directly or as a trustee, to own, hold in trust, use, sell, convey, mortgage, lease, or otherwise dispose of any real estate or chattels that may be necessary for the furtherance of its purpose. The CEO and the Secretary of the corporation shall certify in such conveyance, deed, lease, or mortgage, or hypothecation that the same has been duly authorized by the Board of Directors. Such certificate shall be held to be conclusive evidence thereof.

Article 11 : Limitation of Liability and Indemnity

A. Limitations Of Liability

No person shall be liable to the corporation on account of any action taken or omitted to be taken by them in good faith as a director, officer, member of a committee, agent or employee of the corporation, if, in respect thereto, they have used or exercised the same degree of care and skill as a prudent person would have used or exercised under the circumstances in the conduct of his own affairs. Without limitation on the foregoing, any such person shall be deemed to have used and exercised such degree of care and skill if they took or omitted to take such action in reliance in good faith upon advice of counsel for the corporation, or reports or information made or furnished to the corporation by any of its officers, accountants, engineers, appraisers or other experts employed by the corporation, and selected, with reasonable care by the Board of Directors, an authorized officer, or committee of the corporation.

B. Indemnity

The corporation shall indemnify and hold harmless each director, officer, member of a committee, agent or employee of the corporation and each person who at any time acted in such capacity and his heirs, devisees, personal representatives and assigns, against all liability, loss, damage, judgments, expenses, and cost, including attorney's fees imposed on or incurred by them in connection with any claim asserted against them, by legal proceeding (civil or criminal) or otherwise by reason of his being or having been such director, officer, member of a committee, agent or employee of the corporation, except in relation to matters as to which they shall have been adjudged guilty of negligence or misconduct in the performance of his duty; provided, that the corporation shall be given

reasonable notice of the assertion or institution of such claim or proceeding, and, in the event the same shall be settled, in whole or in part, otherwise than by a judgment, the corporation or its counsel shall consent to such settlement and it shall be determined by its counsel or found by a majority of the Board of Directors then in office and not involved in such controversy, that such settlement was to the best interest of the corporation, and the person to be indemnified was not guilty of negligence or misconduct in respect to the matter in which indemnity is sought.

If the corporation has not theretofore fully indemnified any such person, the court having jurisdiction of any action instituted by such person on his claim for indemnity, may assess indemnity against the corporation, or its receiver, trustee or successor, for the amount paid or to be paid by such person in satisfaction of any judgment or in settlement of any such claims (exclusive in either case of any amount paid by the corporation) and any expenses and costs (including attorney's fees) incurred by them in connection therewith to the extent that the court shall deem reasonable and equitable, provided that the person indemnified was not guilty of negligence or misconduct in respect of the matter in which indemnity is sought.

C. Right Cumulative

The provisions of the Article shall not be deemed exclusive or in limitation of, but shall be deemed cumulative of and in addition to any other limitation of liability or right of indemnity to which such director, officer, member of a committee, agent, or employee of the corporation may be otherwise entitled.

D. Insurance

The church may, as the Board of Directors, direct, purchase and maintain such insurance on behalf of any person who is or at any time has been an officer of the Church, member of the Board of Directors, or Leadership Community, or staff, or other agent of or in a similar capacity with the church, or who is or at any time has been, at the direction or request of the church, a Board of Directors member, officer, administrator, manager, employee, member, advisor, or other agent of or fiduciary for any other corporation, partnership, trust, venture or other entity or enterprise including any employee benefit plan against any liability asserted against or incurred by such person.

Article 12 : Amendments

These Bylaws may be altered, amended, or repealed and new Bylaws may be adopted by the Senior Land Steward and Elders at any regular Elders' meeting when all Elders are present and there is a consensus. At least one week advance notice of said meeting and proposed changes shall be given to each Elder.

We, the Board of Directors of The Church of Infinite Harmony do embrace and adopt these Bylaws on this day, **February 12th, 2020**, to be effective immediately.

Senior Land Steward / Chairman of The Church of Infinite Harmony

Secretary/Treasurer of The Church of Infinite Harmony.

Trustee of The Church of Infinite Harmony.