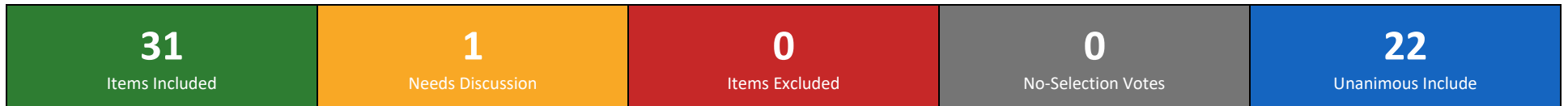


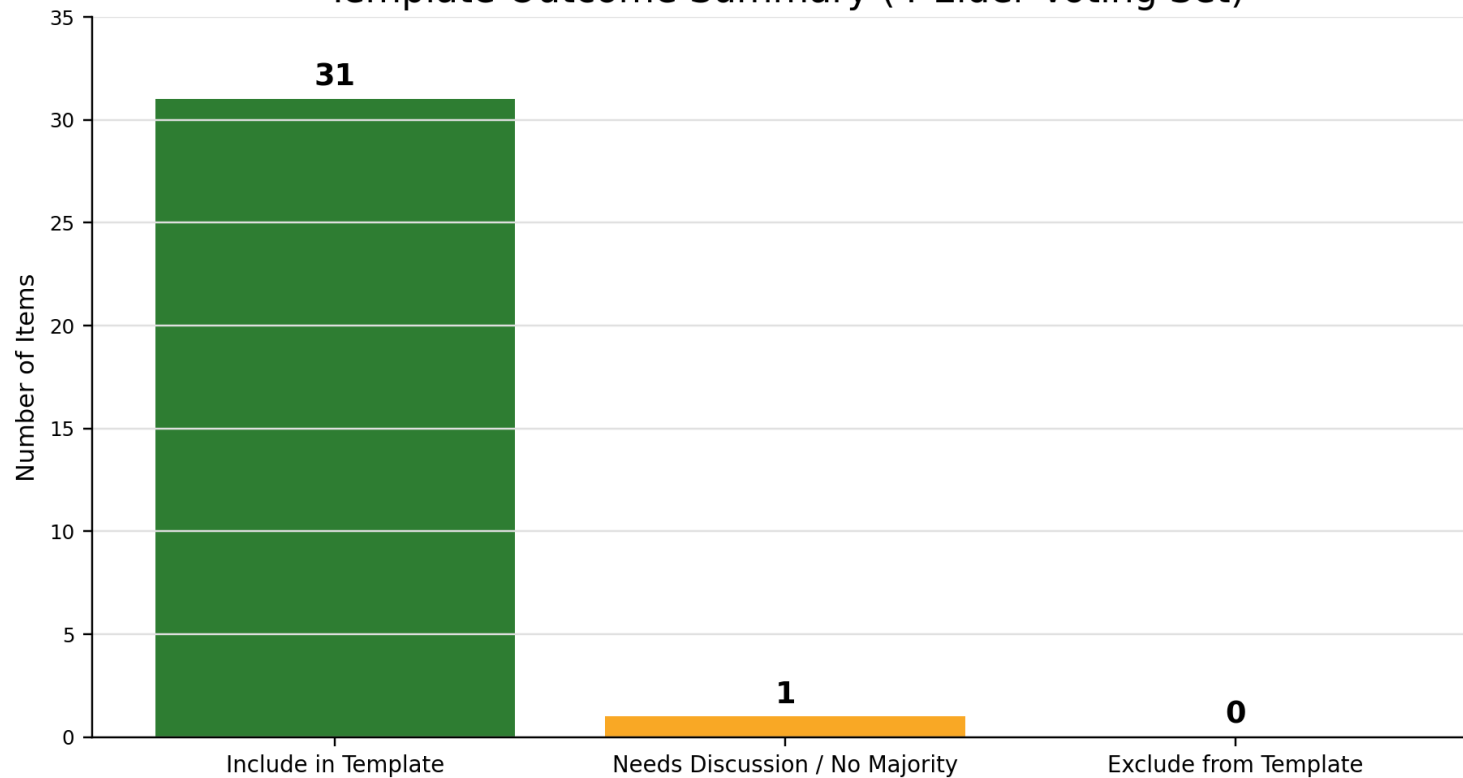
Bylaws Survey Executive Report

Four-Elder Voting Set: Sam Rairdon, Tim Daniels, Randy Brynteson, and Daren Mehl

Prepared September 9, 2026



Template Outcome Summary (4-Elder Voting Set)



Executive Summary

Under this four-elder voting set, a bylaw component is marked Include in Template when it receives at least 3 Include votes. A component is marked Exclude from Template only if it receives at least 3 Do Not Include votes. A 2-2 split is treated as Needs Discussion / No Majority. No Selection is shown separately and is not treated as an Include vote.

- 31 of 32 bylaw components meet the Include threshold and should be carried into the next bylaws template.
- 1 item does not have a majority: Item 4, Church Covenant, is split 2 Include and 2 Do Not Include.
- No item meets the Exclude threshold under this voting set.
- No elder in this selected data set left any item as No Selection.
- 22 items are unanimous Include. 9 items are Included by a 3-1 majority and should be included, while still receiving careful wording review.

Decision Rule and Template Result

Threshold	Template Result	Meaning
3 or 4 Include votes	Include in Template	The item has a simple majority of the four-elder voting set.
3 or 4 Do Not Include votes	Exclude from Template	The item has a simple majority against inclusion.
2-2 split or no majority	Needs Discussion / No Majority	The elders should discuss before the item is added or omitted.

Immediate Action Categories

Unanimous Include items: 22 items. These can be drafted into the template with minimal decision-level debate, though wording still needs review.

Included by 3-1 majority: 9 items. These should be included, but the dissenting vote identifies where the elders may want to slow down and clarify wording.

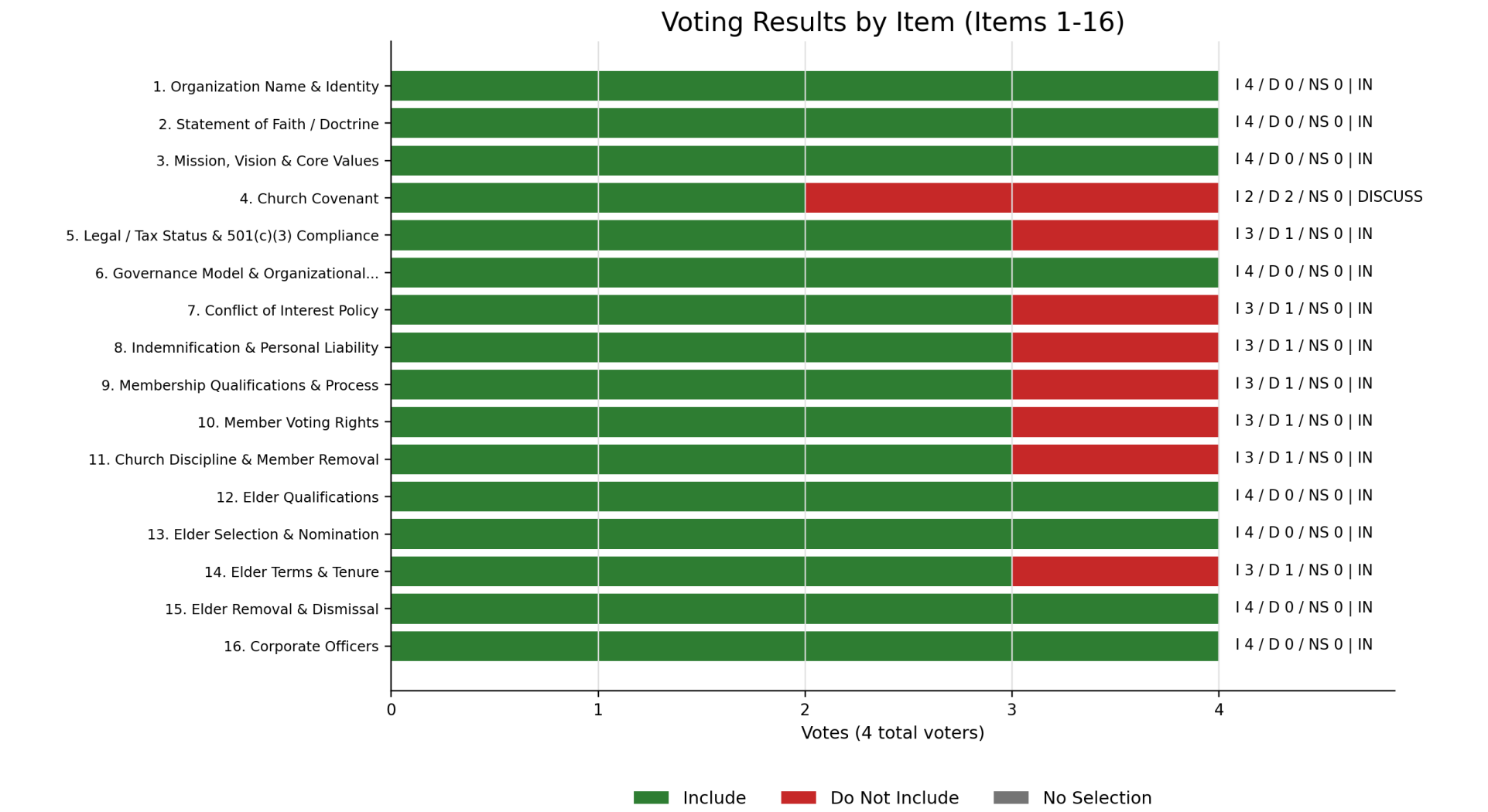
Needs Discussion / No Majority: 1 item. Item 4, Church Covenant, is the only tied item and should not be silently added or silently removed without an elder discussion.

Included Items That Still Need Wording Review

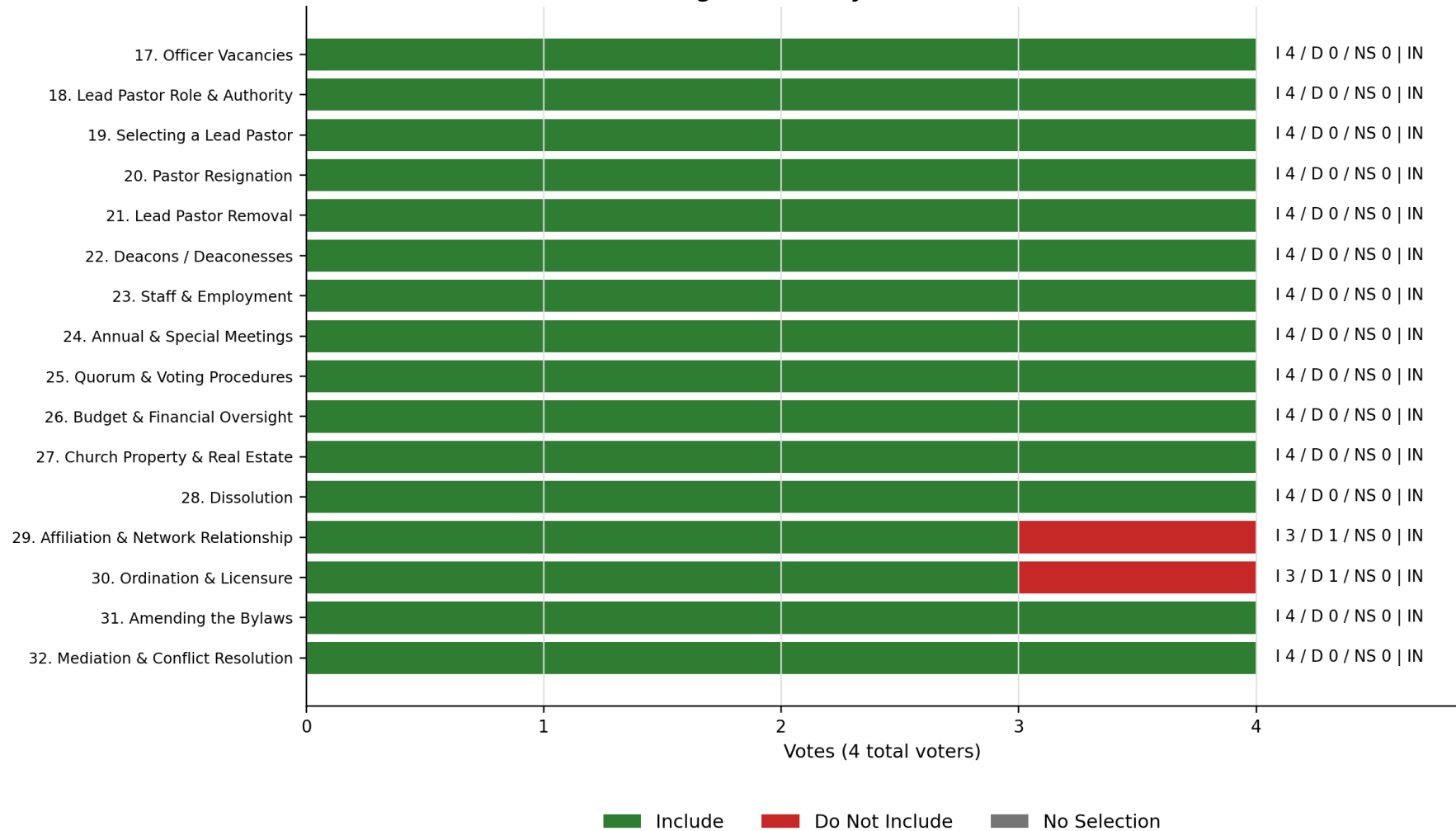
Item #	Item Title	Include Votes	Do Not Include Votes	Reason to Review
5	Legal / Tax Status & 501(c)(3) Compliance	3	1	Included by majority; Tim Daniels voted Do Not Include.
7	Conflict of Interest Policy	3	1	Included by majority; Tim Daniels voted Do Not Include.
8	Indemnification & Personal Liability	3	1	Included by majority; Tim Daniels voted Do Not Include.
9	Membership Qualifications & Process	3	1	Included by majority; Tim Daniels voted Do Not Include.
10	Member Voting Rights	3	1	Included by majority; Tim Daniels voted Do Not Include.
11	Church Discipline & Member Removal	3	1	Included by majority; Tim Daniels voted Do Not Include.
14	Elder Terms & Tenure	3	1	Included by majority; Sam Rairdon voted Do Not Include.
29	Affiliation & Network Relationship	3	1	Included by majority; Randy Brynteson voted Do Not Include.
30	Ordination & Licensure	3	1	Included by majority; Tim Daniels voted Do Not Include.

Voting Results by Item

The following charts show the full vote total for each of the 32 proposed bylaw components. Each bar totals four elder responses.



Voting Results by Item (Items 17-32)



Item-by-Item Vote Summary

#	Item	Include	Do Not	No Sel.	Who Voted Include	Who Voted Do Not Include
1	Organization Name & Identity	4	0	0	Sam, Tim, Randy, Daren	None
2	Statement of Faith / Doctrine	4	0	0	Sam, Tim, Randy, Daren	None
3	Mission, Vision & Core Values	4	0	0	Sam, Tim, Randy, Daren	None
4	Church Covenant	2	2	0	Randy, Daren	Sam Rairdon, Tim Daniels
5	Legal / Tax Status & 501(c)(3) Compliance	3	1	0	Sam, Randy, Daren	Tim Daniels
6	Governance Model & Organizational Structure Overview	4	0	0	Sam, Tim, Randy, Daren	None
7	Conflict of Interest Policy	3	1	0	Sam, Randy, Daren	Tim Daniels
8	Indemnification & Personal Liability	3	1	0	Sam, Randy, Daren	Tim Daniels
9	Membership Qualifications & Process	3	1	0	Sam, Randy, Daren	Tim Daniels
10	Member Voting Rights	3	1	0	Sam, Randy, Daren	Tim Daniels
11	Church Discipline & Member Removal	3	1	0	Sam, Randy, Daren	Tim Daniels
12	Elder Qualifications	4	0	0	Sam, Tim, Randy, Daren	None
13	Elder Selection & Nomination	4	0	0	Sam, Tim, Randy, Daren	None
14	Elder Terms & Tenure	3	1	0	Tim, Randy, Daren	Sam Rairdon
15	Elder Removal & Dismissal	4	0	0	Sam, Tim, Randy, Daren	None
16	Corporate Officers	4	0	0	Sam, Tim, Randy, Daren	None
17	Officer Vacancies	4	0	0	Sam, Tim, Randy, Daren	None
18	Lead Pastor Role & Authority	4	0	0	Sam, Tim, Randy, Daren	None
19	Selecting a Lead Pastor	4	0	0	Sam, Tim, Randy, Daren	None
20	Pastor Resignation	4	0	0	Sam, Tim, Randy, Daren	None
21	Lead Pastor Removal	4	0	0	Sam, Tim, Randy, Daren	None
22	Deacons / Deaconesses	4	0	0	Sam, Tim, Randy, Daren	None

#	Item	Include	Do Not	No Sel.	Who Voted Include	Who Voted Do Not Include
23	Staff & Employment	4	0	0	Sam, Tim, Randy, Daren	None
24	Annual & Special Meetings	4	0	0	Sam, Tim, Randy, Daren	None
25	Quorum & Voting Procedures	4	0	0	Sam, Tim, Randy, Daren	None
26	Budget & Financial Oversight	4	0	0	Sam, Tim, Randy, Daren	None
27	Church Property & Real Estate	4	0	0	Sam, Tim, Randy, Daren	None
28	Dissolution	4	0	0	Sam, Tim, Randy, Daren	None
29	Affiliation & Network Relationship	3	1	0	Sam, Tim, Daren	Randy Brynteson
30	Ordination & Licensure	3	1	0	Sam, Randy, Daren	Tim Daniels
31	Amending the Bylaws	4	0	0	Sam, Tim, Randy, Daren	None
32	Mediation & Conflict Resolution	4	0	0	Sam Rairdon, Tim Daniels, Randy Brynteson, Daren Mehl	None

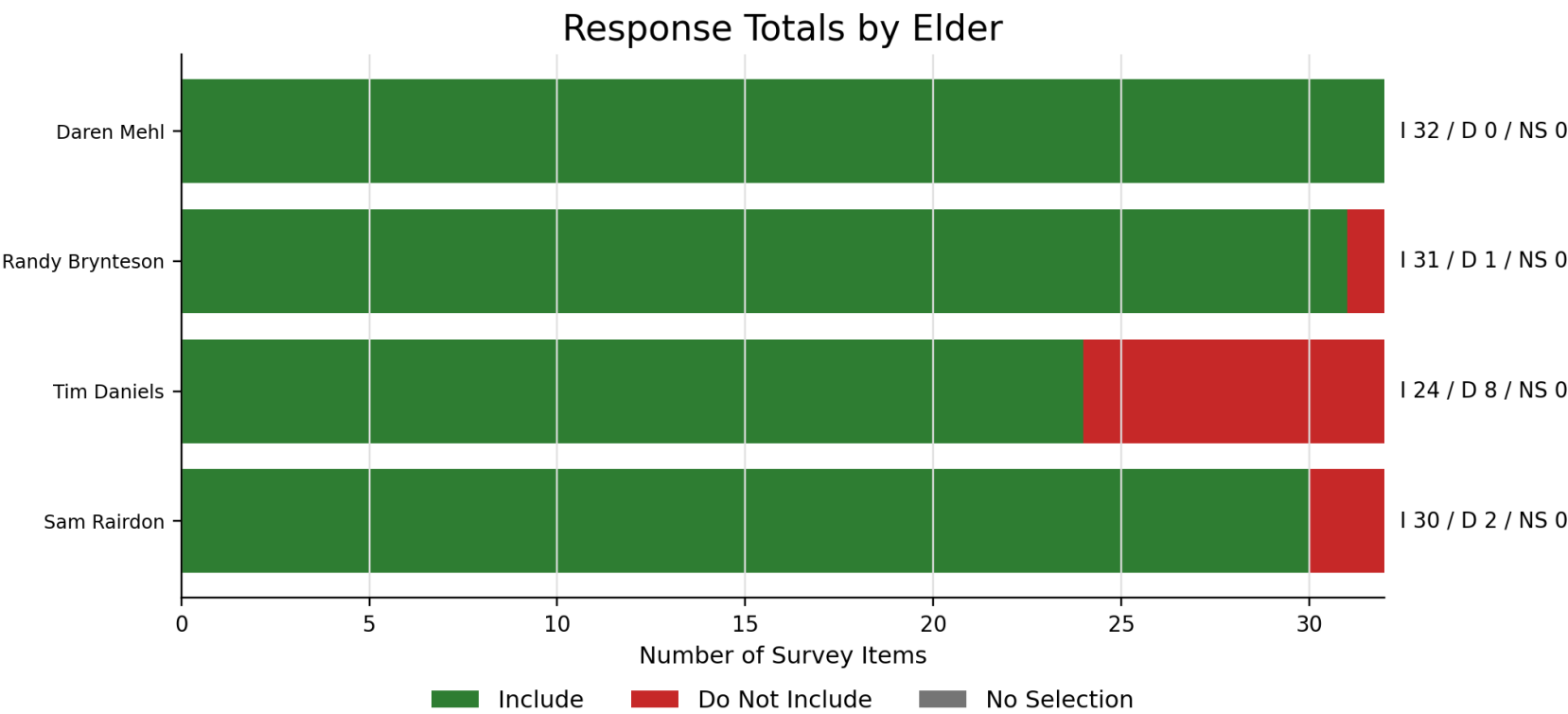
Elder-by-Elder Decision Matrix

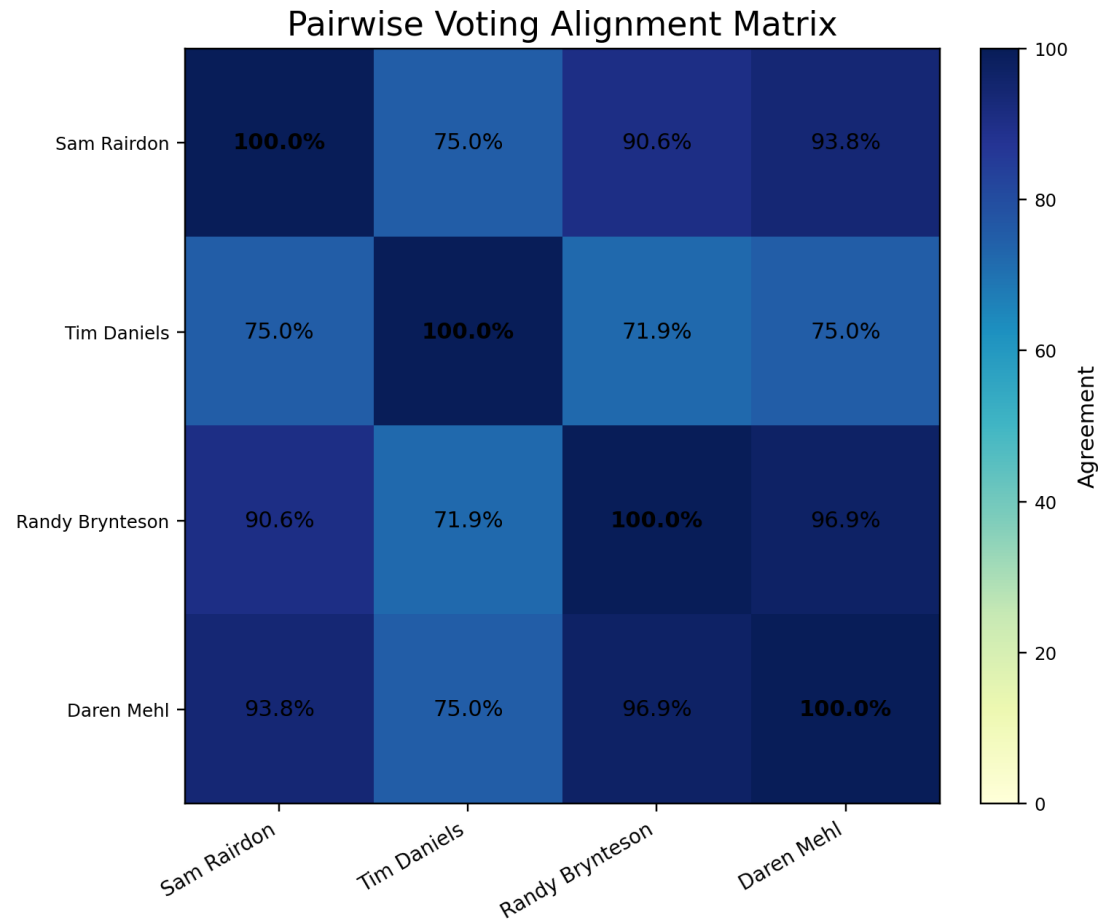
This matrix is intended for quick review of who voted for each item. Abbreviations: I = Include; D = Do Not Include; NS = No Selection.

#	Item	Sam	Tim	Randy	Daren	Template Decision
1	Organization Name & Identity	I	I	I	I	Include in Template
2	Statement of Faith / Doctrine	I	I	I	I	Include in Template
3	Mission, Vision & Core Values	I	I	I	I	Include in Template
4	Church Covenant	D	D	I	I	Needs Discussion / No Majority
5	Legal / Tax Status & 501(c)(3) Compliance	I	D	I	I	Include in Template
6	Governance Model & Organizational Structure Overview	I	I	I	I	Include in Template
7	Conflict of Interest Policy	I	D	I	I	Include in Template
8	Indemnification & Personal Liability	I	D	I	I	Include in Template
9	Membership Qualifications & Process	I	D	I	I	Include in Template
10	Member Voting Rights	I	D	I	I	Include in Template
11	Church Discipline & Member Removal	I	D	I	I	Include in Template
12	Elder Qualifications	I	I	I	I	Include in Template
13	Elder Selection & Nomination	I	I	I	I	Include in Template
14	Elder Terms & Tenure	D	I	I	I	Include in Template
15	Elder Removal & Dismissal	I	I	I	I	Include in Template
16	Corporate Officers	I	I	I	I	Include in Template

#	Item	Sam	Tim	Randy	Daren	Template Decision
17	Officer Vacancies	I	I	I	I	Include in Template
18	Lead Pastor Role & Authority	I	I	I	I	Include in Template
19	Selecting a Lead Pastor	I	I	I	I	Include in Template
20	Pastor Resignation	I	I	I	I	Include in Template
21	Lead Pastor Removal	I	I	I	I	Include in Template
22	Deacons / Deaconesses	I	I	I	I	Include in Template
23	Staff & Employment	I	I	I	I	Include in Template
24	Annual & Special Meetings	I	I	I	I	Include in Template
25	Quorum & Voting Procedures	I	I	I	I	Include in Template
26	Budget & Financial Oversight	I	I	I	I	Include in Template
27	Church Property & Real Estate	I	I	I	I	Include in Template
28	Dissolution	I	I	I	I	Include in Template
29	Affiliation & Network Relationship	I	I	D	I	Include in Template
30	Ordination & Licensure	I	D	I	I	Include in Template
31	Amending the Bylaws	I	I	I	I	Include in Template
32	Mediation & Conflict Resolution	I	I	I	I	Include in Template

Elder Response Totals and Alignment

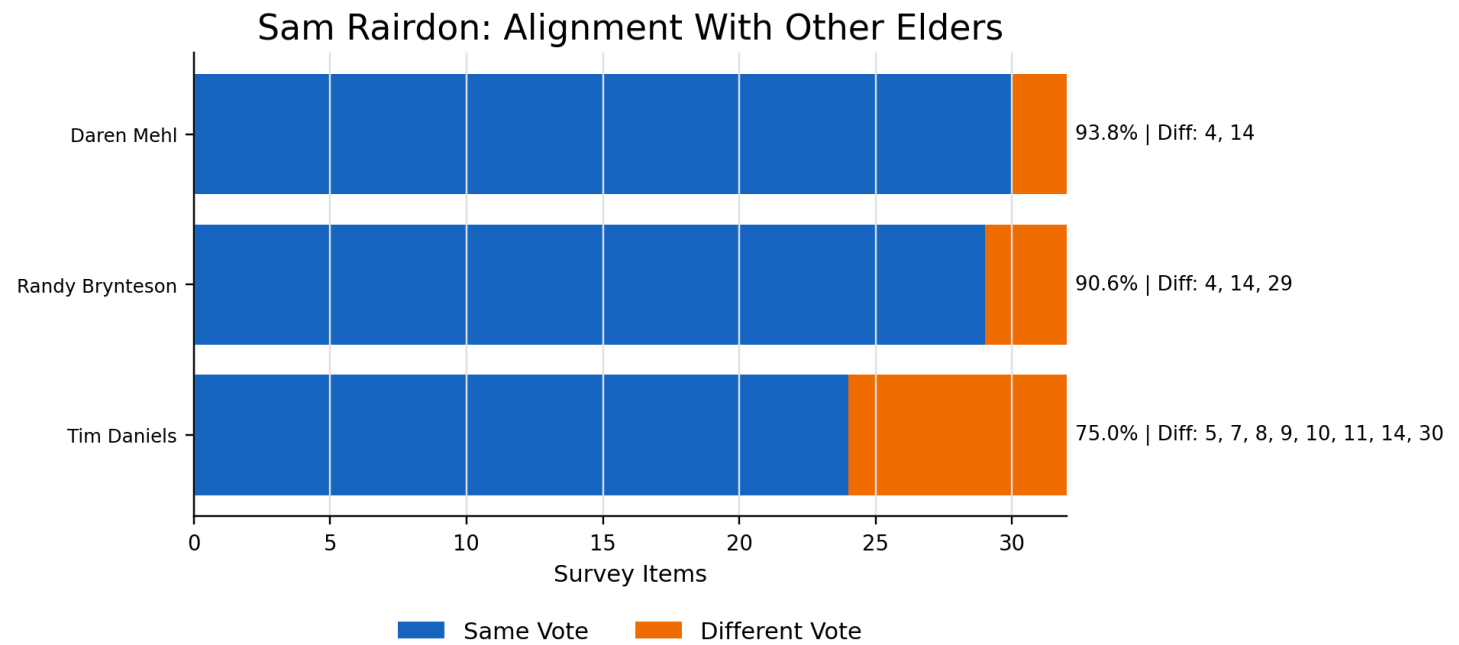




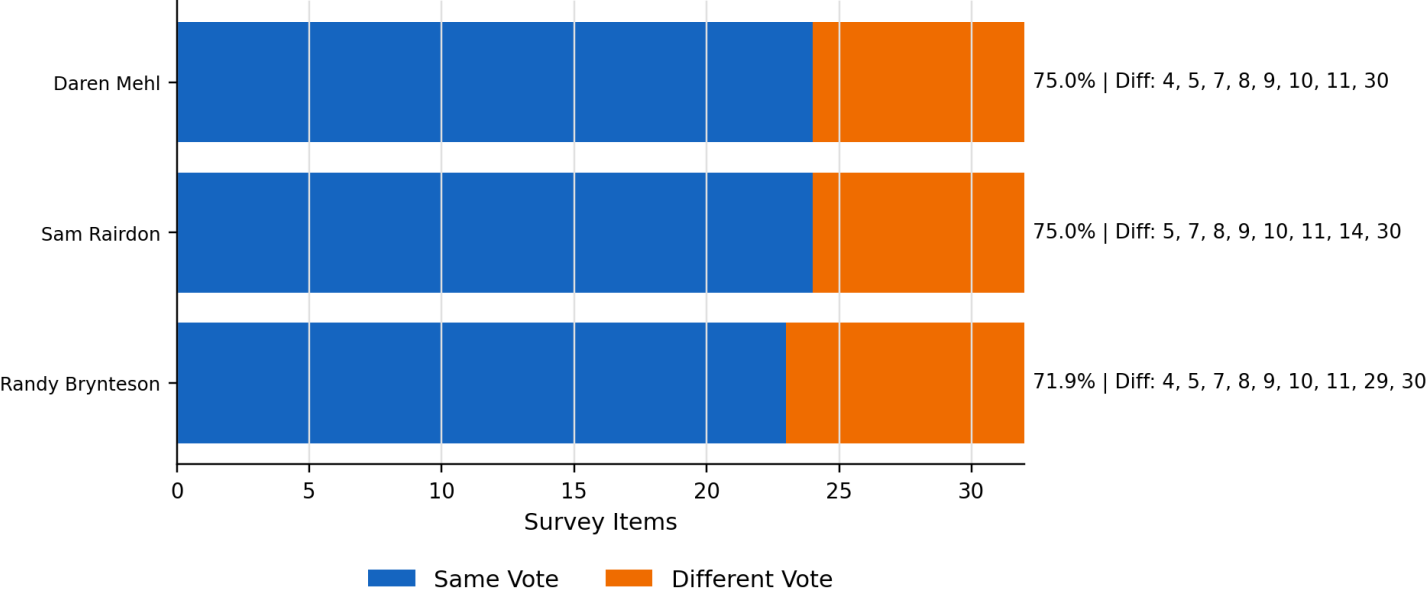
Agreement percentage equals same decision on the same item across all 32 items.

Pairwise Alignment Charts by Elder

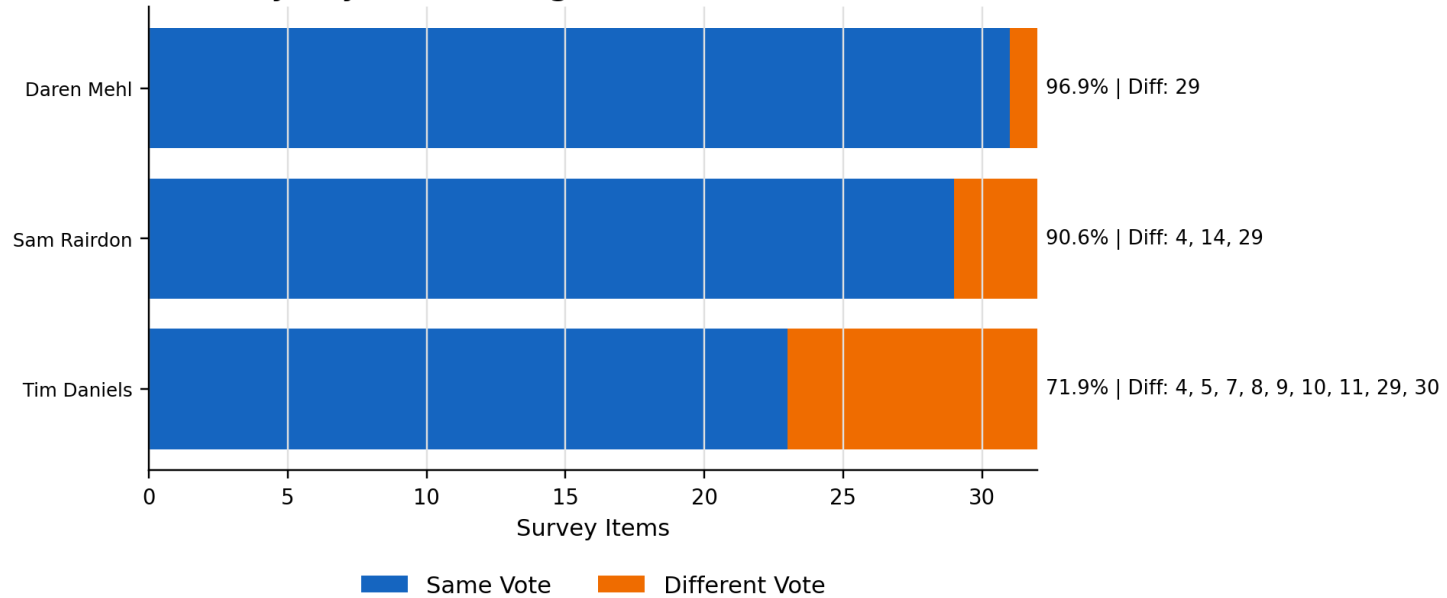
Each chart compares one elder against the other elders. The orange portion identifies the number of items where the two elders voted differently; the item numbers of those differences are printed to the right.



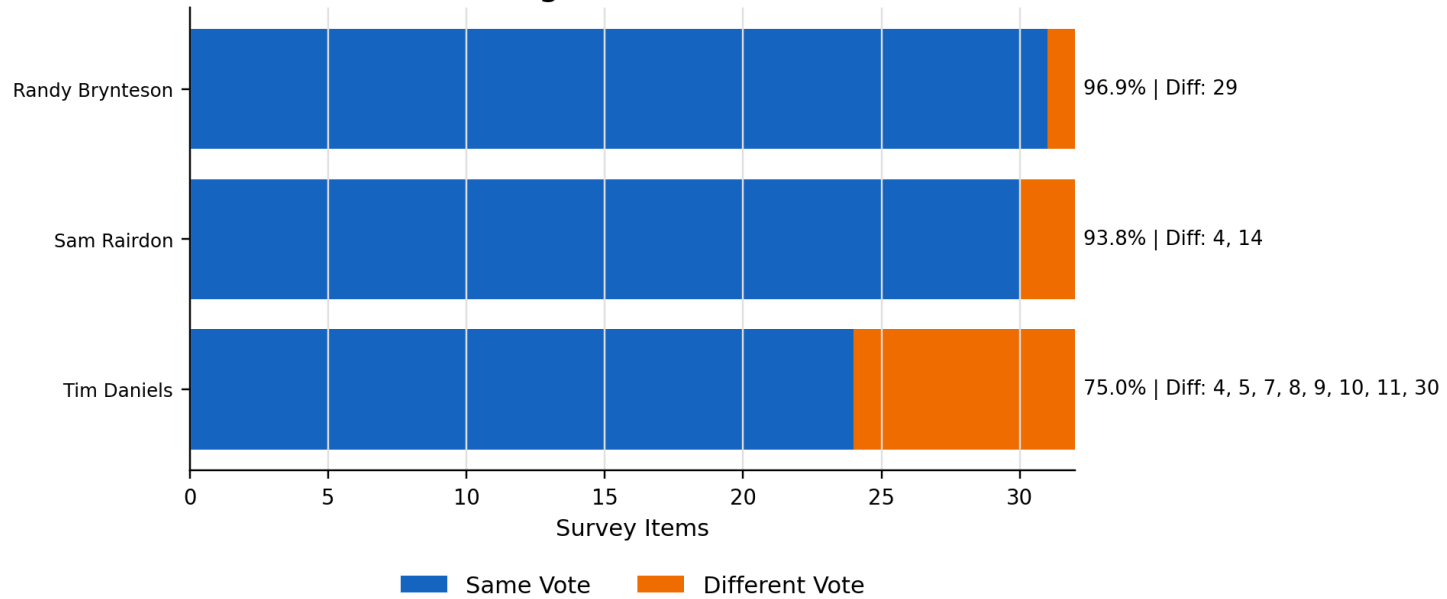
Tim Daniels: Alignment With Other Elders



Randy Brynteson: Alignment With Other Elders



Daren Mehl: Alignment With Other Elders



Pairwise Alignment Detail

Elder A	Elder B	Same	Diff.	Both Include	Both Do Not	Agreement	Different Item #s
Sam Rairdon	Tim Daniels	24	8	23	1	75.0	5, 7, 8, 9, 10, 11, 14, 30
Sam Rairdon	Randy Brynteson	29	3	29	0	90.6	4, 14, 29
Sam Rairdon	Daren Mehl	30	2	30	0	93.8	4, 14
Tim Daniels	Randy Brynteson	23	9	23	0	71.9	4, 5, 7, 8, 9, 10, 11, 29, 30
Tim Daniels	Daren Mehl	24	8	24	0	75.0	4, 5, 7, 8, 9, 10, 11, 30
Randy Brynteson	Daren Mehl	31	1	31	0	96.9	29