



*Constitution, By Laws
& Statement of Faith*

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Pursuit Church

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CONSTITUTION

Section I. Name

This body shall be known as Pursuit Church. Pursuit Church is located at 3155 St. James Church Road, Denver, North Carolina 28037.

Section II. Vision

Pursuit Church is a church where all people can pursue life in Christ.

Section III. Mission

Pursuit Church Denver d/b/a Pursuit Church (“the Church”) is a not-for-profit North Carolina corporation. The purpose of the Church is to introduce and promote the Christian religion to individuals for the growth of that relationship with God through meaningful worship and applicable Bible teaching and affirm that every believer has a ministry in the Kingdom of God. The Church accomplishes its purpose by changing lives one family at a time through exalting the Savior, evangelizing the sinner, and equipping the saints.

Section IV. Values

- **Prayer is the foundation.**
 - We believe in the power of prayer and that prayer changes lives.
- **People’s Needs Matter.**
 - God cares for the needs of people and so do we.
- **Focus on the family.**
 - Children, youth & adult ministries designed to strengthen the family.
- **Practical solutions to real-life issues through Biblical teaching.**
 - We believe the Bible has the answers for all life’s tough issues.
- **Connect with God through worship.**
 - A friendly and informal atmosphere where true worship can take place.
- **People can come as they are.**
 - No matter where you are in life, there is a place for you here.
- **Every person has value in Christ.**
 - God has given every believer a spiritual gift.

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BY LAWS

I. MEMBERSHIP

Section I. Partnership

At Pursuit Church, we consider our church families “partners”. We place a high value on those who desire to become partners. Partner implies a responsibility or investment in the organization. Church partnership consist of:

- **Connecting:**
 - This happens when a person moves beyond online viewing or attending the Sunday Worship Experience(s) and further connects through attending Mid-Week services or Pursuit Groups.
- **Serving:**
 - This happens when a person begins to serve on one of the various volunteer teams offered at Pursuit Church.
- **Giving:**
 - This happens when a person chooses to make regular or recurring donations to the church.

Section 2. Rights of Partnership

“Partners” of the church are empowered to attend and voice approval or concerns at any meetings convened to discuss church business and/or operations.

Church business and/or operations meetings will be scheduled and communicated as deemed necessary by “The Elder Board”.

The Elder Board consist of the following:

1. Taylor Kale, Senior Pastor, Chairman
2. Mark A. Kale, President
3. John Doggette, Treasurer
4. Scott Davis, Member
5. Mike Carpenter, Member
6. Alex Pedersen, Member
7. Rita Kale, Secretary

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II. CHURCH OFFICES

An imperfect system filled with men and women of integrity will function far better than a perfect system filled with men and women who lack integrity. The people we choose are as important as the system we use. Furthermore, the imperfections in any system will stand out larger than life when the system is put to the test.

The Pursuit Church government is built around the following:

- The Elder Board
- The Ministry Team
- The Finance Team
- The Staff Leadership Team

Section I. The Elder Board

The Elder Board are composed of men, including the Senior Pastor, who are “partners” that have displayed the fruit of a deep and rich relationship with Jesus and are fully engaged and involved in the church.

A. Purpose of The Elder Board:

- The Elder Board functions as the business overseers, discerners, and shepherds for the entire church. They are the conscience and guardians of the church. They also function as spiritual overseers for the entire church. The Elder Board will evaluate everything taking place in the church according to three criteria.
 - The Church Mission
 - The Church Resources
 - The Scriptures

B. New Members:

- Prospective Elders are nominated by the sitting Elders.
- The Elder Board will use a one (1) Elder to 100 congregant ratio for guidance by which to add additional members.

C. Elder Board Terms of Service:

- Elected Elders serve a lifetime term, unless the Elder voluntarily resigns or a motion is made to remove the Elder.

D. Removing Members:

- An Elder may be considered for removal anytime a sitting Elder makes a motion to remove a fellow Elder.
- The sitting Elder who makes the motion for removal must present just cause and after careful consideration of the Elder Board, a vote must be held to affirm or deny the motion.

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E. Elder Board Meetings:

- The Elder Board will meet quarterly basis at a minimum.
- The Elder Board will meet as needed between quarterly scheduled meetings.
- The Elder Board will review the church business, the state of the congregation and the church staff.
- The Elder board will make motions and conduct votes on applicable church business decisions.
- For all practical purposes, the Elder Board will have final say in all matters concerning the vision and mission of the church up to, and including, discipline or removal of the Senior Pastor.
- Anything voted on by the Elder Board requires a quorum to vote.

F. Qualifications of an Elder:

The Elder Board shall consist of qualified men who meet the following qualifications:

A candidate for the Elder Board must have been a partner of the church for at least one year and meet the qualifications for Elder/overseer as outlined in 1 Timothy 3:1-11, Titus 1:5-9.

1 Timothy 3:1-11

“Here is a trustworthy saying: If anyone sets his heart on being an overseer, he desires a noble task. Now the overseer must be above reproach, the husband of but one wife, temperate, self-controlled, respectable, hospitable, able to teach, not given to drunkenness, not violent but gentle, not quarrelsome, not a lover of money. He must manage his own family well and see that his children obey him with proper respect. If anyone does not know how to manage his own family, how can he take care of God's church? He must not be a recent convert, or he may become conceited and fall under the same judgment as the devil. He must also have a good reputation with outsiders, so that he will not fall into disgrace and into the devil's trap. Deacons, likewise, are to be men worthy of respect, sincere, not indulging in much wine, and not pursuing dishonest gain. They must keep hold of the deep truths of the faith with a clear conscience. They must first be tested; and then if there is nothing against them, let them serve as deacons. In the same way, their wives are to be women worthy of respect, not malicious talkers but temperate and trustworthy in everything.”

Titus 1: 5-9

“The reason I left you in Crete was that you might straighten out what was left unfinished and appoint elders in every town, as I directed you. An elder must be blameless, the husband of but one wife, a man whose children believe and are not open to the charge of being wild and disobedient. Since an overseer is

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entrusted with God's work, he must be blameless-not overbearing, not quick-tempered, not given to drunkenness, not violent, not pursuing dishonest gain. Rather he must be hospitable, one who loves what is good, who is self-controlled, upright, holy and disciplined. He must hold firmly to the trustworthy message as it has been taught, so that he can encourage others by sound doctrine and refute those who oppose it.

It is clear from these passages that the Elder and his family are to be a model for the congregation. They are called to somewhat of a higher standard. Consequently, there are greater expectations on the Elder and his family than other families in the church. Considering this, we feel it is wise to choose Elders who not only are sound in his own character, but the character of his family must be considered. The condition of his family reflects on the spiritual authority and influence this man has his family and home.

Section 2. Elder Board Additions

A. Elder Additions:

- Prospective Elders are nominated by sitting Elders.
- Nominees are voted on by the sitting Elder Board and affirmed as a “candidate for consideration”.
- The nominee is then formally asked if they desire to be a “candidate for consideration” to the position of the Elder Board.
 - If the candidate responds “no” the process for that candidate concludes.
 - If the candidate responds “yes” the process continues.
 - The “candidate for consideration” and their spouse spends time with the sitting Elders to understand roles and responsibilities of an Elder. Together we will clearly understand the heart of why the “candidate for consideration” feels God is leading him to the position of Elder.
 - The “candidate for consideration” provides a short biography to the sitting Elder Board.
 - The sitting Elder Board members present the “candidate for introduction” to the church body.
 - The church body joins the sitting Elders in a period of prayer over the appointment of the “candidate for consideration”.
 - After a period of prayer, the Elder Board will vote on the confirmation of the “candidate for consideration”.
 - If the “candidate for consideration” receives a quorum vote of “yes”, the “candidate of consideration” is approved to the position of Elder.
 - The new Elder is formally introduced to the church body.

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Section 3. Ministry Team

The Ministry Team (MT) is a group of partners who serve as a communication channel to and from the various ministries of the church.

- A. Purpose of MT partners
 - Communication to and from various ministries of the church is vital. Choosing partners who have a heart for communication, teaching and caring for people is imperative for the continuation of the church mission.
- B. New MT partners
 - New MT Partners are chosen by the Senior Pastor and the Staff Leadership Team.
- C. Removal of MT partners
 - The Senior Pastor will make any final decision on removal of any MT partners

Section 4. Finance Team

The Finance Team (FT) oversees all financial and personnel salary matters. The FT will consist of a minimum of three (3) individuals, in addition the Senior Pastor, Executive Pastor, Finance Director and Secretary.

The Senior Pastor is accountable to the FT in all matters relating to finances and personnel salary. The FT is ultimately accountable to the Elder Board of the church. The Elder Board has the authority to override any decision made by the FT. However, if such an occasion should arise, it will be necessary for the Elder Board to meet with the FT, the Executive Pastor and the Senior Pastor to fully discuss the matter.

- A. Purpose of FT partners
 - The FT primary function is to ensure that nothing compromises the Church financially.
 - The FT reviews all newly recommended ministries and programs to ensure the Church can financially meet the needs of these proposals.
 - The FT meets once a month and performs a thorough review of the church's financials and report. Additional meetings may be required throughout the year as needs arise.
 - The FT thoroughly reviews the annual audit and ensures compliance.
 - The FT assists with the annual business meeting content.
 - The annual budget will be developed by the Executive Pastor and reviewed by the FT and approved by the Elder Board.
- B. New FT partners

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- FT partners are nominated and selected by the Elder Board, Executive Pastor, and Pastor. One Elder, other than the Senior Pastor, may be appointed to the Finance Team.
- FT partners are selected based on their character and standing in the body of Christ, their business acumen and financial expertise.
- FT partners will be required to sign a Non-Disclosure Agreement.

C. Serving Terms of FT Partners

- The FT partners will serve a two (2) year term. With the implementation of the original committee partners, the rotation will begin with one (1) partner only serve a one (1) year term then the two (2) year term starts.
 - i. 9/1/2024 3 partners added
 - ii. 8/31/2025 1 partner leaves – 1 added
 - iii. 8/31/2026 1 partner leaves – 1 added
 - iv. 8/31/2027 1 partner leaves – 1 added
 - v. Continuing on a two (2) year rotation
- When a partner has rotated off the committee and has been gone for one (1) they can rotate back onto the Finance Team or Compensation Committee if so desired and approved by the Elder Board

D. Removing FT partners

- Any FT partner, Elder, Executive Pastor, or the Senior Pastor may make a removal recommendation, but the Elder Board must vote to approve or deny recommendation.

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Section 5. Staff Leadership Team

The Staff Leadership Team (SLT) consists of the Senior Pastor, lead ministry staff (executive pastor, worship pastor, media director, volunteer director, and associate pastor) and Senior Pastor approved volunteers.

A. Purpose of SLT

- The group defines programming, giving vision to the various ministries of the Church, and oversees the day-to-day operations of the Church. The Staff Leadership Team is accountable to the Senior Pastor.
- The SLT proposed programs and ministries are first discussed with the Ministry Team Representatives prior to being submitted to the Elder Board for approval.

B. New SLT

- New SLT partners (staff or volunteers) are recommended by the Senior Pastor.
- The Elder Board must vote to approve or deny new partners.

C. Removing SLT partners

- Removal of SLT partner (staff or volunteers) is recommended by the Senior Pastor.
- The Elder Board must vote to approve or deny recommendation.

Section 6. Church Staff

The Church staff serves the church administratively and spiritually. The Church staff includes all full-time employees of Pursuit Church. The final hiring and terminating of the church staff will be by the Elders and Senior Pastor.

A. Hiring of Staff

- New and vacated positions within the church staff will be reviewed and approved by the Elders for filling.
- Based on an available position, search will begin inside the church before going outside the church.
- Candidates will be reviewed by the hiring staff lead / director.
- Recommendation for hiring will be submitted to the Elders for consideration.
- The elders will review and vote before moving forward with filling the position.

B. Terminating of Staff

- Termination of the Senior Pastor will be determined and administered by the Elder board.
- Recommendation for termination of a staff member will be made by the Senior Pastor to the Elder Board.
- The Elder Board will review and vote before moving forward with the termination.

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III. TRUSTEES

The Trustees shall hold in trust all of the Church property. Along with the involvement of the Elder Board and Senior Pastor, they shall have the power to buy, sell, mortgage, lease, or transfer any Church property. When the signatures of trustees are required, they shall sign legal documents involving the sale, mortgage, purchase, or rental of property, or other legal documents. All matters brought to the Trustees will also be subject to approval by the Elder Board.

- A. Trustees must meet the requirements of the Elder Board.
- B. Trustees will consist of no fewer than three (3) members.
- C. At a minimum, two (2) Trustees will be active Elders.
- D. Trustees will serve as such until they are dismissed by the Elder Board, leave the Church or resign, at which time the Senior Pastor and Elder Board will choose a replacement.

IV. SENIOR PASTOR

The performance, roles, and responsibilities of Senior Pastor will be established by the Elder Board, evaluated annually, or as needed, by the Elder Board. At such time it will be determined whether the Senior Pastor is meeting the expectations. Continued employment with the Church and in this position will be determined by the Elder Board.

V. CHURCH BUSINESS MEETINGS

Church business meetings will be scheduled on an as-needed basis with no less than one meeting per year.

The purpose for any church business meetings would be to provide church partners with any pertinent information regarding finances, building or facility changes or alterations. The meetings may also provide information to partners about new ministries or mission trip opportunities that are planned.

The Senior Pastor will usually be the moderator unless he and the Elder Board appoints someone for moderating one specific meeting or to cover one specific topic.

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VI. CHURCH ORDINANCES

Section 1. Baptism

This Church shall receive for baptism any person who has received Jesus Christ as Savior by personal faith, who professes Him publicly at any worship service, and who indicates a commitment to follow Christ as Lord.

- Baptism shall be by immersion in water.
- The Senior Pastor, or whomever the Church shall authorize, shall administer Baptism.
- Baptism shall be administered as an act of worship.

Section 2. The Lord's Supper

The Church observes the Lord's Supper and will be held at the discretion of the Senior Pastor. The Senior Pastor and the staff leadership team will prepare and administer the Lord's Supper.

VII. CHURCH FINANCES

Section 1. Annual Operating Budget

The Executive Pastor shall prepare and submit to the Senior Pastor, FT and Elder Board for approval an inclusive budget, indicating by items the amount needed and sought for all expenses. The budget shall run by calendar year.

Section 2. Accounting Procedures

All funds received for all purposes shall pass through the hands of the Finance Director and be properly recorded on the books of the Church. A system of accounting that will adequately provide for the handling of all funds shall be the responsibility of the Executive Pastor.

Section 3. Compensation Committee

The Compensation Committee will consist of three (3) individuals that are independent of the church staff and the Elder Board, who are able to make sound and knowledgeable recommendations regarding Executive Compensation.

A. Purpose and Process of Compensation Committee

- The Compensation Committee will make recommendations to the Finance Team (FT) and the Elder Board for compensation increases or adjustments for the Senior Pastor and other lead executives identified by the Elder Board.

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- The Compensation Committee compiles current data as it relates to fair compensation for all church staff roles including the Senior Pastor and other lead executives. These lead roles will be identified by the Elder Board.
 - The Compensation Committee will be tasked to perform an annual comprehensive review of all staff roles, job responsibilities and current salaries. The Compensation Committee will compare staff roles, job responsibilities and current salaries to the national average for the same ministerial roles and responsibilities. The Compensation Committee will then establish a minimum mid and maximum pay scale for each position based on the national average for each role.
 - At the conclusion of the annual review, the rate of pay for all staff partners will be evaluated, and adjustments may be made at the discretion of the Elder Board. Any staff partners' salary that exceeds the maximum established pay for their role, will not be eligible for future pay increases unless the role is re-evaluated, the national salary average increases or the employee is promoted.
 - This process allows for annual merit-based performance increases for employees who meet or exceed job expectations.
 - Supporting documentation for compensation recommendations must be provided to the Elder Board when making recommendations.
 - The recommendations will be provided to the FT and the Elder Board to ensure the Church can financially meet the needs of the recommendations.
 - The Elder Board will have the final review of the recommendations and approval for implementation, excluding any Elder currently employed by the church..
 - The Compensation Committee will be required to meet in the third quarter of each year to perform analysis and make recommendations.
 - Recommendations will be reviewed during the fourth quarter of each year by the Finance Team and the Elder Board.
 - If approved, implementation will be effective on January 1st of the new year.
- B. New Compensation Committee Partners
- Compensation Committee partners are nominated and selected by the Elder board, excluding any Elder currently employed by the church.
 - The Compensation Committee will have a minimum of three (3) partners at all times.
 - Additional individuals will be added at the discretion of the Elder Board.
 - Compensation Committee partners are selected based on their character and standing in the body of Christ, their business acumen and financial expertise.
 - Compensation Committee partners will be required to sign a Non-Disclosure Agreement.

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C. Serving Terms of Compensation Committee Members:

- The committee members will serve a three (3) year term. With the implementation of the original committee members, the rotation will begin with one (1) member only serving a two (2) year term then the three (3) year term starts.
 - 9/1/2024 3 partners added
 - 8/31/2025 No change
 - 8/31/2026 1 partner leaves – 1 added
 - 8/31/2027 1 partner leaves – 1 added
 - 8/31/2028 1 partner leaves – 1 added
 - Continuing on a three (3) year rotation
- When a partner has rotated off the committee and has been gone for one year(1) they can rotate back onto the Finance Team or Compensation Committee if so desired and approved by the Elder Board.

D. Removing Compensation Committee partners

- The Elder Board or the Senior Pastor may make a removal recommendation, but the Elder Board must vote to approve or deny recommendation.

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STATEMENT OF FAITH

OUR BELIEFS

The Bible

The Bible is God's Word to all people. It was written by human authors under the supernatural guidance of the Holy Spirit. Because it was inspired by God, the Bible is truth without any mixture of error and is completely relevant to our daily lives.

Deuteronomy 4:1-2 Psalm 119:11, 89, 105 Isaiah 40:8 Matthew 22:29 John 5:39; 16:13-15; 17:17 Romans 15:4 2 Timothy 3:15-17 Hebrews 1:1-2; 4:12 1 Peter 1:25 2 Peter 3:16

Trinity

God has existed in relationship with Himself for all eternity. He exists as one substance in three persons: the Father, the Son and the Holy Spirit. Although each member of the Trinity serves different functions, they each possess equal power and authority.

Deuteronomy 6:4 Isaiah 61:1 Matthew 28:19 Mark 1:9-11 Luke 1:35 John 5:21-23; 14:10, 16 Romans 8:9-11 1 Corinthians 8:6 2 Corinthians 13:14 Hebrews 1:8-10 James 2:19

The Father

God is great: He is all powerful, all knowing, ever present, unchanging, completely worthy of our trust, and above all, Holy. It is in Him that we live, move and exist. God is good. He is our Father. He is loving, compassionate, and faithful to His people and His promises.

Exodus 3:14 Numbers 23:19 Leviticus 11:44-45; 19:2 Psalm 11:4-6 Malachi 3:6 John 3:16; 4:24; 5:26; 14:1 Acts 17:28 Romans 3:3-4

The Son

Jesus Christ is completely human but, at the same time, completely God. He is the only plan for bringing people who are far from God back into a right relationship with God. He lived a perfect life, so that He could be a substitution for us in satisfying God's demands for perfection. He defeated death in His resurrection so that we can have life.

Isaiah 7:14; 53 Matthew 1:18-23; 3:17; 8:29; 14:33; 16:16; 28:5-6 Luke 22:70; 24:46-47 John 1:1, 14; 10:30; 11:25-27; 17:1-5 Acts 1:9; 2:22-24; 7:55-56 Romans 1:3-4; 3:23-26; 8:1-3; 10:41 Corinthians 8:6 2 Corinthians 5:19-21 Gal 4:4-5 Philippians 2:5-11 Colossians 1:15; 2:9 1 Timothy 2:5-6; 3:16

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The Holy Spirit

The Holy Spirit's presence assures us of our relationship with Christ. He guides believers into all truth and exalts Christ. He convicts people of their sin, God's righteousness, and the coming judgment. He comforts us, gives us spiritual gifts, and makes us more like Christ.

Genesis 1:2 Psalm 51:11; 139:7 ff. Isaiah 61:1-3 Joel 2:28-32 Mark 1:10 Luke 1:35; 4:1; 11:13; 12:12 John 15:26; 16:7-14 Acts 1:8; 2:1-4; 13:2 Romans 8:9-11, 14-16, 26-27 1 Corinthians 3:16 Ephesians 1:13-14 2 Peter 1:2 Revelation 22:17

The Eternity

Man was created to exist forever. He will exist either eternally separated from God by sin or in union with God through forgiveness and salvation. To be eternally separated from God is Hell. To be eternally in union with Him is Heaven. Heaven and Hell are places of eternal existence.

John 3:16, 36 Romans 6:23 1 John 2:25; 5:11-13 Revelation 20:15

Man

Man is made in the image of God and is the supreme object of His creation. Man was created to have fellowship with God but became separated in that relationship through sinful disobedience. As a result, man cannot attain a right relationship with God through his own effort. Every human personality is uniquely created, possesses dignity, and is worthy of respect and Christian love.

Genesis 1:26-30; 2:7, 18-22; 3 Psalms 8:3-6; 32:1-5; 51:5 Isaiah 6:5 Jeremiah 17:5 Acts 17:26-31 Romans 1:19-32; 3:10-18, 23; 5:6; 6:6; 7:14-25 1 Corinthians 1:21-31; 15:19, 21-22 Ephesians 2 Colossians 1:21-22; 3:9-11

Salvation

The blood of Jesus Christ, shed on the cross, provides the only way of salvation through the forgiveness of sin. Salvation occurs when people place their faith in the death and resurrection of Christ as sufficient payment for their sin. Salvation is a gift from God, and it cannot be earned through our own efforts.

Isaiah 1:18; 53:5-6; 55:7 Matthew 1:21; 27:22-66, 28:1-6 Luke 1:68-69; 2:28-32 John 1:12; 3:16, 36; 5:24 Acts 2:21; 4:12; 16:30-31 Romans 1:16-18; 3:23-25; 5:8-10; 6:1 Corinthians 1:18 2 Corinthians 5:17-20 Galatians 2:20; 3:13 Ephesians 2:8-10 Philippians 2:12-13 Hebrews 9:24-28 Revelation 3:20

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The Church

The Church is a local community of baptized believers unified through faith in Christ. It is committed to the teachings of Christ and obeying all of His commands, and it seeks to bring the Gospel to the world. The Church works together in love and unity, intent on the ultimate purpose of glorifying Christ.

Matthew 16:18-19; 18:15-20 Acts 2:41-47; 5:11-14; 13:1-3; 14:23; 16:5; 20:28 | Corinthians 7:17; 9:13-14; 12 Ephesians 1:22-23; 2:19-22; 3:10-12; 5:22-32 Colossians 1:18; 3:15 | Timothy 4:14 | Peter 5:1-4 Revelation 21:2-3

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Taylor Kale

Print Name: DocuSigned by: _____
Sign Name: Taylor Kale _____
Date: 12/30/2024 708E03AAED6D428... _____

Mark Kale

Print Name: DocuSigned by: _____
Sign Name: Mark Kale _____
Date: 12/30/2024 9A39BB9B2BD844F... _____

Scott Davis

Print Name: DocuSigned by: _____
Sign Name: Scott Davis _____
Date: 1/2/2025 0935E67A3C1B46C... _____

Alex Pedersen

Print Name: Signed by: _____
Sign Name: Alex Pedersen _____
Date: 12/27/2024 9369B3B857AF4E1... _____

Mike Carpenter

Print Name: Signed by: _____
Sign Name: Mike Carpenter _____
Date: 12/25/2024 B1CD848FA99E4FC... _____

John Doggette

Print Name: DocuSigned by: _____
Sign Name: John Doggette _____
Date: 1/2/2025 FBEC3580B44E4A7... _____