

In review, the highlighted items have been added with consideration to the feedback.

All previous feedback has been incorporated or an explanation has been given in a separate attached document.

MISISON PRESERVATION POLICIES

Primacy of Proclamation Board Resolution*

Resolved: The primary purpose of Pacific Justice Institute is to defend and empower religious freedom, parental rights and other basic civil liberties that, directly or indirectly, furthers the Gospel and is done in a manner that pleases our God and Savior, the Lord Jesus Christ.

It is hereby resolved that this above primary purpose cannot be changed unless there are unanimous votes of 100% of all then duly elected members of the Pacific Justice Institute board of directors at face-to-face meetings in five consecutive years. In other words, changing this primary purpose shall take no less than five years to do and there must be at least one face-to-face board meeting in each of five consecutive years with all the then current board members attending each of the five meetings, not just a quorum, at which all board members unanimously vote to change this primary purpose at each of the five meetings.

Reinforcing the Mission

During the first board meeting of the calendar year each attending board member shall, one at a time, read aloud the Primacy of Proclamation. During such meeting, the board will also review the activities of the prior year, and proposed activities of the new year, to ensure all such activities fall within the PJI Primacy of Proclamation. At such time, each Board member shall review these Mission Preservation Policies.

Primacy of Proclamation will be included on all employee evaluations and applications. Efforts shall be made to include the primacy of proclamation on all materials presented to board members and employees.

Applying the Mission

The board will review the activities of the prior year and propose activities of the subsequent year to ensure, all such activities fall within the mission statement.

Financial Transparency

The Board of Directors shall always have access to any financial records of the organization and shall be free to obtain documented answers to any questions regarding the usage of PJI assets or development of liabilities. This includes any

questions surrounding any compensation provided by PJI to its President.

Church Interaction:

Communications

PJI shall on an on-going basis maintain communications to churches and pastors as to what PJI is doing and shall humbly and respectfully listen to their feedback.

Assisting Church Ministries

When feasible, PJI shall be open to use its platforms to further efforts of churches and other ministries to further Christian sponsored events and endeavors.

Hiring Process and Requirements:

Board of Directors Prospective Board Member Nomination Form

Frequency of Board Member Replacement

In order to prevent mission drifting resulting from multiple new board member appointments, except when necessary to satisfy the required minimum number of board members pursuant to PJI's bylaws, new board members may only be appointed after at least one year from the date of the latest board member appointment.

Board Member Requirements**

- Profess a personal relationship with God through faith in Christ and agreement with PJI's Statement of Faith.
- Agrees to make a concerted effort to personally grow in their relationship with God through daily prayer, reading of the Bible, develop an accountability partner, and have an ongoing relationship and ministry service with their home church.
- Commit to a good faith effort of serving a minimum of three years on the Board.
- Have a letter of good standing from the church they have attended for at least three (3) years, as well as a former pastor, prior to approval to Board.
- Hold the President of PJI responsible for carrying out the stated purpose of PJI.
- Must be equipped and comfortable with sharing and living their Christian faith.
- The Board shall also abide by Billy Graham's Modesto Manifesto (with the first sentence revised for para-church organizations), which states:

Must be equipped and comfortable with sharing and living their Christian

faith including the following standards:

Purity -As a married person, I will remain faithful to my wedding vows. I will have and display physical and emotional fidelity to my spouse. I will be careful to do all I can to eliminate the appearance of evil when it comes to relationships with the opposite sex.

As a single person, I will hold my sexual purity as a staple of my faith. I will abstain from sexual relations until I am married .I will date in a way that values the other person and leaves our testimonies intact if we choose to not pursue marriage.

As both married and single people, we will protect ourselves from the negative influence of culture and media.

Responsibility -I will manage ministry and personal finance in a way that removes questions of impropriety.

Integrity -I will make truth and honesty personal standards. I will not exaggerate ministry success. I will avoid the abuse of alcohol and drugs.

Civility -I will value other ministers of the Gospel. I will hold them in high regard and esteem them as brothers/sisters in Christ. When we disagree on doctrinal issues or conduct, I will discuss those issues with them personally.

I will not facilitate or participate in gossip concerning other ministers of the Gospel. (What defines gossip? Answer these two questions: Does it directly involve me? Can I do something about it?)

As we are all fallible, when I find myself facing an area of struggle, I will counsel with other clergy for the purpose of remedy and restoration.

As I become aware of brothers and sisters in the midst of temptation and/or have succumbed to such temptation, I will in a spirit of meekness work to restore them to wholeness.

President of PJI Requirements

The President will abide by all Board Member requirements.

The President shall be equipped and comfortable with sharing the Gospel and

ministering to church congregations and other groups where it is appropriate.

Hiring Employees

PJI shall develop a defined process for hiring employees, which shall include prayerful and intentional efforts and multiple interviews with more than one PJI employee or Board member (if hiring the President). Hiring standards shall be consistently applied. All employees shall be thoroughly oriented as to PJI's values and history during hiring, orientation, and training practices.

All employees should be held to the same standard as mentioned above, and at minimum they should affirm PJI Mission statement and sign the "statement of faith," reaffirming both annually on their annual evaluations.

Affiliate Attorney's will sign an ethics pledge, which affirms PJI's Mission and the highest standards of legal practice in PJI case matters.

All employee contracts shall include a morals clause as part of consideration of employment. Violation of that morals clause shall be grounds for termination of employment.

Employee Reviews

Employee's reviews shall be drafted to specifically address the extent to which the employee, among other work requirements, has furthered and demonstrated PJI's mission.

Termination of Board membership

- a) All Directors, with the exception of the Director serving as President, shall be eligible to serve up to three consecutive five year terms, for a total of 15 years. After each term, the director must be unanimously approved by the other Directors to continue another five year term. At the end of serving three consecutive five year terms, the Director may be voted to serve another three consecutive five year terms but only after having not served on the Board of Directors for at least one year. This provision in no way prevents the Board of Directors from voting to have any Director, inclusive of the President, removed from the Board of Directors.
- b) Directors shall be elected by the Board of Directors.
- c) A vacancy occurring in the office of director may be filled by the Board of Directors for the balance of the unexpired term and until a successor has been elected and qualified.

- d) Each elected director shall hold office until the expiration of the term for which elected and until a successor has been elected and qualified. Directors may be re-elected to office.
- e) Each elected director shall give 90 days notice of their intention of not standing for re-election.