

January 16, 2020

Kenneth L. Marcus
Assistant Secretary for Civil Rights
Office of Civil Rights
U.S Department of Education,
400 Maryland Ave. S.W.
Washington, DC 20202-1100

Re: Request for Religious Exemption from Certain Applications of Title IX

Dear Mr. Marcus,

I am the President of Bethel University and the highest ranking official of this institution. I submit the following statement to claim on behalf of the University the religious tenet exemption in Title IX of the Education Amendments of 1972, which is set out in 20 U.S.C.S. § 1681 and in 34 C.F.R. § 106.12.

Bethel University is a Cumberland Presbyterian Church institution of higher education that is controlled by a religious organization, the West Tennessee Synod of the Cumberland Presbyterian Church. Bethel University is located at 325 Cherry Avenue, McKenzie, Carroll County, Tennessee 3820, and it is a Tennessee nonprofit corporation.

Founded in 1842, as the Bethel Seminary, with the purpose of training pastors, the Bethel University has been operated under the care of the West Tennessee Synod of the Cumberland Presbyterian Church. In 1847, the State of Tennessee granted Bethel's charter, which made clear that "the West Tennessee Synod of the Cumberland Presbyterian Church did by resolution . . . determine to establish an institution of learning within its ecclesiastical jurisdiction" and gave to the Cumberland Presbyterian Church, "within its ecclesiastical jurisdiction . . . full power to fill [Board of Trustees] vacancies . . ." I have attached a copy of the 1847 charter.

During the 20th Century, Bethel University—adopting that name in 2009—distinguished itself as a respected and effective church affiliated school, whose graduates served in the clergy, in the classroom as educators, and in other professions. It did this by maintaining its covenant relationship with Cumberland Presbyterian Church, and by adhering to its founding Christian principles and Christian environment, and by drawing on the thought of St. Ignatius that the college environment should facilitate knowledge and contemplation such that actions demonstrate unbiased reason and reasonable faith.

Today Bethel University continues to serve the Cumberland Presbyterian Church by educating current and future church leaders. Its mission is to create opportunities for members of the learning community to develop to their highest intellectual, spiritual, and social potential in a Christian environment. Its core values emphasize human dignity and ethics consistent with the Christian tradition, and Bethel University welcomes students to the Christian life and believes that "the reason we exist is to glorify God and to enjoy the Lord forever." Consistent with the mission and core values, Article I(3) of the University's Bylaws describe Bethel's purpose as being, in part, "to maintain and operate Bethel University, McKenzie, Tennessee, a university which has a covenant relationship with the Cumberland Presbyterian Church" I have attached a copy of the bylaws.

Indeed, Bethel University strives to glorify and enjoy the Lord in every aspect of life. The campus chaplains work to lead the campus community in living out this goal many ways. This includes weekly chapel and communion services and mandatory attendance at weekly worship services for full-time traditional freshmen, sophomores, and juniors. I have attached a copy of Chapel pages from The Log, our 2018-19 Student Handbook.

The University also supports Christian musical and dramatic presentations that are performed in individual churches and encourages student involvement with specific churches. Bethel University also provides facilities for continuing education opportunities within the Cumberland Presbyterian Church, but the campus has other Christian representatives, including Cumberland Presbyterian Ministry, Baptist Collegiate Ministry, Bethel Wesley Fellowship, Christian Medical and Dental Association Student Chapter, and Fellowship Christian Athletes (FCA).

This request is for an exemption from certain provisions of Title IX to the extent application of those provisions would not be consistent with the Cumberland Presbyterian Church's tenets regarding sexual orientation and gender identity. I identify the following provisions:

Admission:

- 34 C.F.R. § 106.21 (admission); and
- 34 C.F.R. § 106.22 (preference in admission).

Recruitment:

- 34 C.F.R. § 106.23 (governing nondiscriminatory recruitment of students)

Education Programs or Activities:

- 34 C.F.R. § 106.31 (governing education programs or activities);
- 34 C.F.R. § 106.32 (governing housing);
- 34 C.F.R. § 106.33 (governing comparable facilities such as restrooms and locker rooms);
- 34 C.F.R. § 106.34 (access to classes and schools);
- 34 C.F.R. § 106.36 (counseling);
- 34 C.F.R. § 106.37 (financial assistance);
- 34 C.F.R. § 106.38 (employment assistance to students);
- 34 C.F.R. § 106.39 (health and insurance benefits and services);

34 C.F.R. § 106.40 (marital or parental status);
34 C.F.R. § 106.41 (athletics); and
34 C.F.R. § 106.43 (standards for measuring skill or progress in physical education classes).

Employment:
34 C.F.R. § 106.51-61 (relating to employment).

Cumberland Presbyterian religious tenets are described in the August 2010 Edition of Confession of Faith and Government of the Cumberland Presbyterian Church ("Confession of Faith"), a statement of faith and in the 1996 Statement on Homosexuality, relevant sections of which are attached.

As regards sexual orientation and gender identity, I refer you to the following from the Confession of Faith and from the Statement on Homosexuality:

Confession of Faith¹

1.04 God's words and actions in creation, providence, judgment, and redemption are witnessed to by the covenant community in the scriptures of the Old and New Testaments.

1.05 God inspired persons of the covenant community to write the scriptures. In and through the scriptures God speaks about creation, sin, judgment, salvation, the church and the growth of believers. The scriptures are the infallible rule of faith and practice, the authoritative guide for Christian living.

6.15 God created the family as the primary community in which persons experience love, companionship, support, protection, discipline, encouragement, and other blessings. It is the normal relationship into which children are born.

6.17 Marriage is between a man and a woman for the mutual benefit of each, their children, and society. While marriage is subject to the appropriate civil law, it is primarily a covenant relationship under God. As such, it symbolizes the relationship of Jesus Christ and the church, and is that human relationship in which love and trust are best known.

¹ See *Confession of Faith and Government of the Cumberland Presbyterian Churches*, at <http://www.cumberland.org/gao/confession/>.

6.19 Because marriage is primarily a covenant relationship under God, between a man and a woman, it is morally wrong and unlawful for any person to have more than one living marriage partner.

1996 Statement on Homosexuality²

Whereas, in our society today, there are many issues which concern the people of God, one such issue being the rise in acceptance of and openness toward homosexual activity, and we, of the Cumberland Presbyterian Church, believe there is a need to state clearly our understanding of the Biblical teaching about homosexual activity, and

Whereas, it is also our desire to set forth our position regarding the appropriate response of Christians and the church to this critical issue, especially in light of the trend in some Christian bodies toward the ordination of practicing homosexuals, and

Whereas we believe the scripture of the Old and New Testaments to be the inspired word of God, the source of authority for faith and practice, and therefore, contemporary sexual attitudes and behavior are to be judged in the light of the Bible rather than the Bible being reinterpreted, modified, or overturned by current cultural trends in thought and behavior,

Be it resolved that the General Assembly of the Cumberland Presbyterian Church go on record affirming that Biblical teaching makes it clear that the practice of homosexuality is a sin, yet with the understanding that while God loves the sinner, He hates the sin, and His grace is available to all, "For God did not send His Son into the world to condemn the world, but to save the world through Him" John3:17

Be it further resolved, that since the practice of homosexuality is incompatible with a Christian life style and since officers of the church must be "examples to the flock" the General Assembly go on record stating that the Cumberland Presbyterian Church does not condone the

² See http://www.cumberland.org/gao/confession/GA_StatementHomosexuality.pdf

ordination of practicing homosexuals as Deacons, Elders or Ministers of Word and Sacrament; and

Be it further resolved, that the General Assembly state as its position that we, as Christians who are ourselves sinners redeemed by the grace of God, must reach out to those persons who are struggling with homosexuality, offering them Christian love, education, friendship, therapy and intercession to the end that they and we may experience true wholeness through the freeing, renewing grace of God in Jesus Christ. This statement is to be understood as a theological and social statement and not to be understood as a rule or principle for ordination but never to usurp the authority of presbytery or session to ordain.

Bethel University's policies are rooted in these religious tenets, and application of the regulations I identified would be inconsistent with those tenets and would force the University to act contrary to its beliefs.

Therefore, Bethel University claims the exemption from the identified regulations to the extent they would require the University to treat sexual orientation and gender identity in a manner inconsistent with the religious tenets of the Cumberland Presbyterian Church.

I trust this letter is sufficient, but if you have questions, please let me know. Thank you for your attention to this matter.

Respectfully yours,



Dr. Walter Butler, President
Bethel University

Enclosures

CHAPTER LXXI.

An Act to incorporate Bethel Seminary, in the county of Carroll, and for other purposes.

Whereas, the West Tennessee Synod of the Cumberland Presbyterian Church, did by resolution, passed some three years since, determine to establish an institution of learning within its ecclesiastical jurisdiction: *And whereas*, Said Institution has been located at McMinnville, in the county of Carroll, also suitable buildings have been erected for said Institution, and it is now in successful operation in its fifth session.—Therefore:

SECTION 1. Be it enacted by the General Assembly of the
Incorporation. State of Tennessee, That A. E. Cooper, Doct. S. Bigham, J. H. Alexander, Gilbert Hart, E. Gwin, A. P. Hall, J. H. Harrell, A. B. Mitchum, J. Roach, John Simon, A. H. Smith, J. B. Terry, and C. Wilder, and their successors in office, are hereby constituted, and shall forever hereafter be a body corporate and politic, by the name and style of the Trustees of Bethel Seminary, and by that name and title shall sue and be sued, plead and be

impleaded, answer and be answered unto, in any court of law or equity in this State; and shall have full power and authority to receive and make title to property, both real and personal, to receive and hold donations or legacies for the benefit of said Institution, to an amount not exceeding one hundred thousand dollars; to have and use a common seal, and to have and exercise all corporate privileges usually granted to similar institutions of learning.

SEC. 2. A majority of said board shall have full power and authority to elect a Principal for said Institution, also such assistants, tutors, or other officers as they may deem necessary; but that any five members of said board, convened at any regular meeting, or by the call of the President or any two members thereof, (three days notice being given,) shall constitute a quorum to do all other business.

Board to elect teachers.

SEC. 3. Said Trustees shall elect, annually, a President to preside in their meetings, a Secretary to keep a fair record of all their transactions, and a Treasurer to take charge of the funds of the Institution. Their officers shall be selected from their own members.

Officers of Board.

SEC. 4. Said board shall have full power to form any and all by-laws and rules necessary for the government of themselves, or of the Institution, not inconsistent with the constitution of the State or of the United States; and it shall be their duty to attend the semi-annual examination of the Institution, and visit it as often as convenient; also to prepare and present an annual report of the progress of the school; the names of the Trustees, with the vacancies existing in the board; the number of students, and every thing else which they may deem advantageous to the Institution, to the annual sessions of the body having the right to fill vacancies in said board, as hereinafter specified.

By-laws and rules.

SEC. 5. The names of said board of Trustees, arranged in alphabetical order, shall be divided into three classes, as nearly equal as may be, and that one of said classes shall go out of office annually, in October, beginning at the upper class on said list. All members going out of office being eligible to re-election at any time; and that the West Tennessee Synod of the Cumberland Presbyterian Church, or whatever Synod of said Church includes said School within its ecclesiastical jurisdiction, shall have full power to fill the vacancies thus created; also all others. But that other vacancies occurring, may be filled by the existing board until the ensuing meeting of said Synod.

Vacancies—how filled.

SEC. 6. No misnomer or misdescription of the cor-

Misnomer not
to vitiate deed. corporation herein created in any will, deed, gift or other instrument of contract or conveyance shall vitiate or defeat the same, but such instrument shall take effect as if said corporation was correctly named, provided the intention of the parties be sufficiently explained.

Power to
change Semi-
nary to College Sec. 7. The Board of Trustees herein corporated, shall have full power and authority to organize said Seminary into a College by the name of Bethel College, having all the powers, immunities and privileges usually granted other Colleges in the State or any of the United States, so soon as its friends shall raise for said Institution and cause to become productive the sum of fifty thousand dollars as an endowment; the income alone of which shall go to the support of the Institution.

Pleasant Grove
Academy. Sec. 8. Pleasant Grove Academy, in Maury county, (incorporated 31st December, 1835,) be, and the same is hereby constituted the Academy of said county, and that it shall have its due proportion of the Academy fund after the first day of January, 1848.

F. BUCHANAN,

Speaker of the House of Representatives.

J. M. ANDERSON,

Speaker of the Senate.

Passed, December 1, 1847.

BYLAWS OF BETHEL UNIVERSITY

ARTICLE I

Name, Office, and Purpose

Section 1. The name of the Corporation is Bethel University.

Section 2. The principal office of the Corporation shall be located at 325 Cherry Avenue, McKenzie, Carroll County, Tennessee 38201.

Section 3. The purpose or purposes of the Corporation is to maintain and operate Bethel University, McKenzie, Tennessee, a university which has a covenant relationship with the Cumberland Presbyterian Church, and to operate such related activities as are consistent with Section 501(c)(3) of the Internal Revenue Code.

ARTICLE II

Colleges of the University

Section 1. As deemed advisable, colleges within the university shall be established to provide appropriate administrative support and oversight for the academic programs of the university. Colleges shall be established by action of the President upon confirmation of the Board of Trustees. Each college shall have a faculty to supervise the academic programs and ensure the quality of those programs. Each college established shall have a Vice President appointed by the President.

ARTICLE III

Authority and Responsibilities of the Board of Trustees

Section 1. The Board of Trustees shall have and exercise those corporate powers prescribed by law. Its ultimate authority is affirmed through its general, academic, and financial policy-making functions and its responsibility for the Corporation's financial health and welfare. The Board of Trustees shall exercise ultimate institutional authority as set forth in the charter of Bethel University, these bylaws and in such other policy documents it deems to be appropriate. These bylaws and other board policy statements shall take precedence over all institutional statements, documents, and policies, except the charter of Bethel University.

Section 2. The Board of Trustees shall have the authority to carry out all lawful functions that are permitted by the charter of Bethel University or these bylaws. This authority shall include but shall not be limited to these illustrative functions:

- Determine and periodically review the university's mission and purposes.
- Appoint the President, who shall be the university's chief executive officer, and set appropriate terms of employment, including compensation.
- Support the President and annually assess his or her performance based on mutually agreed-upon goals and other criteria.
- Review and approve proposed changes in the university's academic programs and other major enterprises consistent with the university's mission, plans, and financial resources.
- Approve institutional policies bearing on faculty appointment, promotion, tenure, and dismissal as well as personnel or antidiscrimination policies for other categories of employees.
- Approve the annual budget and tuition and fees, regularly monitor the university's financial condition, and establish policy guidelines affecting all institutional assets, including investments and the physical plant.
- Contribute financially to the university's fund-raising goals, participate actively in strategies to secure sources of support, and authorize university officers to accept gifts or bequests subject to board policy guidelines.
- Authorize any debt financing and approve the collateral provided as security for loans.
- Authorize the construction of new buildings, capitalization of deferred maintenance backlogs, and major renovations of existing buildings.
- Authorize the purchase, sale, and management of land, buildings, or major equipment.
- Approve such policies that contribute to the best possible environment for students to learn and develop their abilities.
- Approve such policies that protect academic freedom and contribute to the best possible environment for the faculty to teach, pursue their scholarship, and perform public service.
- Approve all earned and honorary degrees through the faculty and President, as they shall recommend.
- Serve actively as advocates for the university in appropriate matters of public policy in consultation with the President and other responsible parties as the board shall determine.
- Periodically undertake assessments of the board's performance.

ARTICLE IV

Membership of the Board of Trustees

Section 1. The Board of Trustees shall consist of no fewer than ten (10) and no more than thirty (30) persons, the majority of whom must be active members of the Cumberland Presbyterian Church.

Section 2. Trustees shall be elected by the Board of Trustees at its annual meeting to serve a term of three (3) years and until their successors are duly elected and qualified. Terms shall be staggered so that approximately one-third of the Trustees shall be elected each year. Trustees shall take office immediately upon election. The Board may fill a vacancy on the Board at any time. The board shall report the names of new trustees to the General Assembly of the Cumberland Presbyterian Church.

Section 3. Trustees shall serve for three-year terms and shall be eligible for reelection to a maximum of three full consecutive terms. Trustees who have served for nine consecutive years (exclusive of any partial term) shall be eligible for reelection following a one-year hiatus.

Section 4. Trustees shall participate in orientation training.

Section 5. If a trustee is absent from three (3) consecutive meetings, unless excused, the trustee may be removed from office by a majority of the trustees then in office.

Section 6. The Committee on Trusteeship shall recommend candidates for election or reelection to the board through procedures adopted by the board. A slate of candidates, with biographical information for each prospective trustee candidate, shall be provided to all trustees at least 30 days before the annual or regular meeting of the Board of Trustees at which an election is scheduled.

Section 7. The President shall receive notice of all Board meetings and shall attend each meeting in order to provide information, advice, and counsel to the Board. After a meeting has been convened, the Board may by a majority vote, excuse the President from attending a portion of the meeting.

ARTICLE V

Meetings

Section 1. The Board of Trustees shall have three regular meetings annually on such dates and at such places as it shall determine. The annual meeting for the purpose of electing trustees, officers, and at-large members of the executive committee shall be the first board meeting scheduled after the beginning of each fiscal year.

Section 2. Special meetings may be held at the call of the board chair, the President, or any five (5) trustees. The chair or secretary of the Board of Trustees shall cause

notice by writing, telephone, or personal communication of such special meetings to be given to each trustee at his or her last known business or home address at least seven (7) days prior thereto, along with a clear statement of purpose. Business at such special meetings shall be confined to the stated purpose. If notice is given by mail, such notice shall be deemed to be given three (3) days after deposited in the United States mail, with postage thereon prepaid. If notice is sent by facsimile machine or other electronic means, such notice shall be deemed to be given when the facsimile machine or other electronic means prints or acknowledges that the transmission was successfully executed.

Section 3. A quorum for the transaction of business at meetings of the Board of Trustees or its executive committee shall consist of a majority of their respective regular, voting member trustees. Except as otherwise provided in these bylaws or the charter, a majority vote of those members present with a proper quorum shall constitute proper action.

Section 4. The parliamentary authority in any meeting of the Board shall be the latest edition of Robert's Rules of Order, Newly Revised.

ARTICLE VI

Actions by Written Consent, Participation in Meetings by Telephone or Teleconference

Section 1. Any action required or permitted to be taken at a Board of Trustees meeting or by any committee thereof may be taken without a meeting, if all trustees or committee members consent to taking such action without a meeting. The affirmative vote of the number of trustees or committee members that would be necessary to authorize or take such action at a meeting is the act of the board or committee. The action must be evidenced by one (1) or more written consents describing the action taken, signed by each trustee, and included in the minutes filed with the Corporation records reflecting the action taken.

Section 2. Members of the Board of Trustees or any committee thereof may participate in a meeting of the board or committee by means of conference telephone or similar communications equipment by which all persons participating in the meeting can hear each other at the same time. Such participation shall constitute presence in person at the meeting.

ARTICLE VII

Trustees Emeriti

A person who has served with distinction as a trustee for at least two terms is eligible to be elected by the Board to the position of Trustees Emeriti. A Trustee Emeritus may be elected to an unlimited number of three (3) years terms, provided that the number of Trustees Emeriti serving at any one time shall not exceed one-third of the number of Trustees. A Trustee Emeritus is not a member of the Board, but may attend and speak freely at meetings of the Board and may serve with the full rights of committee members on all committees except the Executive Committee and the Committee on Trusteeship. Trustees Emeriti shall receive notices of Board meetings and are encouraged

to attend meetings or otherwise accept special assignments in the service of the Board and the university.

ARTICLE VIII

Committees

Section 1. The board shall establish the following standing committees:

- Executive Committee
- Committee on Trusteeship
- Investment Committee
- Policy Committee
- Mission, Strategic Planning and Development Committee
- Budgeting and Finance Committee

Each shall have the primary responsibilities established in these Bylaws.

Section 2. The board may establish such ad-hoc committees as it deems appropriate to the discharge of its responsibilities.

Section 3. The chair of the Board of Trustees shall have the responsibility to appoint subject to the approval of the Board of Trustees the chairs, vice chairs, and members of all board committees except the Committee on Trusteeship which shall be nominated and elected by the Board of Trustees. All committee chairs, vice chairs, and a majority of each committee's members shall be trustees.

Section 4. Each committee shall have an officer of the university or member of the administrative staff, as designated by the President, to assist it with its work. Each committee shall meet at least three times annually and report regularly on its work and recommendations to the Board of Trustees. Except for the executive committee, which shall be required to keep the minutes of all meetings, committees shall decide whether written minutes are necessary and desirable and how they should be distributed to the trustees.

ARTICLE IX

Composition, Purposes, and Responsibilities of the Executive Committee

Section 1. The executive committee shall have at least seven members, all of whom shall be voting trustees, except for the President, who shall be advisory without vote and not be counted as part of a quorum for the purpose of transacting business. The chair, vice chair, and secretary of the Board of Trustees shall be members, along with the chairs of all board standing committees.

Section 2. The authority and responsibility of the Executive Committee shall be:

1. To advise and assist the President generally;

2. To assist the chair and the President by suggesting board meeting agenda items;
3. To oversee the work of board committees, periodically assessing the quality of committee work.
4. To oversee the evaluation of the President's performance on an annual basis.
5. To review compensation and other terms of the President's employment on an annual basis.
6. To exercise full authority of the Board of Trustees between meetings of the Board, except that the Executive Committee shall not:
 1. Select or terminate the President;
 2. Elect trustees or officers;
 3. Make changes to the university's mission or purposes;
 4. Amend the university's charter or bylaws;
 5. Sell, pledge or transfer of all or substantially all of the corporation's assets;
 6. Dissolve or merge the corporation;
 7. Adopt a budget for the corporation;
 8. Confer degrees;
 9. Take any other action which is specifically reserved to the Board of Trustees in these Bylaws or any other action of the Board.

Section 3. The committee shall meet as often as is necessary to conduct its business as the chair and President determine and ensure that minutes are taken and promptly distributed to all trustees at its next regular meeting. A majority of voting trustee committee members shall constitute a quorum.

ARTICLE X

Composition, Purposes, and Responsibilities of the Committee on Trusteeship

Section 1. The committee on trusteeship shall have at least three members and not more than seven, all of whom shall be voting trustees. The committee's chair, vice chair, and members shall be nominated and elected to renewable one-year terms by the Board of Trustees.

Section 2. The committee shall develop a plan of board composition made relevant to the strategic direction of the university. It shall recruit trustees and recommend those candidates for election by the Board of Trustees. It shall develop and recommend the strategies, policies, and practices that orient, educate, organize, motivate, and assess the performance of trustees. It shall assume such additional responsibilities as may from time to time be assigned by the Board of Trustees.

Section 3. The committee shall meet as often as is necessary to conduct its business, but no fewer than three times annually. It shall seek the assistance of all trustees in the course of meeting its responsibilities in accordance with these bylaws and its own rules of procedure, as adopted by the Board of Trustees. A majority of the committee's members shall constitute a quorum.

ARTICLE XI

Composition, Purposes, and Responsibilities of the Mission, Strategic Planning and Development Committee

Section 1. The Mission, Strategic Planning and Development Committee shall have at least three members and not more than eight, all of whom shall be voting trustees. The committee's chair, vice chair, and members shall be appointed for renewable one-year terms by the chair of the Board of Trustees subject to the approval of the Board of Trustees.

Section 2. The responsibilities of the Mission, Strategic Planning and Development Committee include periodic review of the university's mission, goals, and objectives. The Mission, Strategic Planning and Development Committee shall review the strategic plans of the colleges comprising the university and receive annual reports from each unit on progress. The responsibilities of the committee shall also include broad oversight of and broad responsibility for the fund-raising activities of the university, including involvement in the fund-raising process. Other responsibilities of the committee include, create within the board an awareness of the importance of private giving, set goals for trustee giving and actively engage in trustee solicitation, set fund-raising goals and assess progress, participate in the development process, examine trends and analyze implications for the future, establish fund-raising policies, and evaluate the adequacy of development staff and budget. The responsibilities of the committee includes evaluating and making recommendations to the Board of Trustees concerning the adequacy and condition of campus buildings and grounds, appropriate resources for maintaining and renewing capital assets, and the university's response to proposals for new construction. The committee shall establish its

own rules of procedure in consultation with the board chair, President, and the Board of Trustees.

Section 3. The committee shall meet as often as is necessary to conduct its business, but no fewer than three times annually. It shall seek the assistance of all trustees in the course of meeting its responsibilities in accordance with these bylaws and its own rules of procedure, as adopted by the Board of Trustees. A majority of the committee's members shall constitute a quorum.

ARTICLE XII

Composition, Purposes, and Responsibilities of the Investment Committee

Section 1. The investment committee shall have at least three members and not more than eight, all of whom shall be voting trustees. The committee's chair, vice chair, and members shall be appointed for renewable one-year terms by the chair of the Board of Trustees subject to the approval of the Board of Trustees.

Section 2. The responsibilities of the investment committee includes recommending investment policies, overseeing accounting and financial reporting for the various investment funds, and monitoring proxy voting and social issues relating to investments. The committee shall establish its own rules of procedure in consultation with the board chair, President, and the Board of Trustees.

Section 3. The committee shall meet as often as is necessary to conduct its business, but no fewer than three times annually. It shall seek the assistance of all trustees in the course of meeting its responsibilities in accordance with these bylaws and its own rules of procedure, as adopted by the Board of Trustees. A majority of the committee's members shall constitute a quorum.

ARTICLE XIII

Composition, Purposes, and Responsibilities of the Policy Committee

Section 1. The policy committee shall have at least three members and not more than eight, all of whom shall be voting trustees. The committee's chair, vice chair, and members shall be appointed for renewable one-year terms by the chair of the Board of Trustees subject to the approval of the Board of Trustees.

Section 2. The responsibilities of the policy committee includes, evaluating the academic life of the university and making recommendations to the board to ensure that the academic program is consistent with the university's mission and strategies, that the academic budget reflects the university's academic priorities, that faculty and employee personnel policies and procedures complement institutional priorities, that the university's academic and support programs are appropriate for its students, and that the university assesses the effectiveness of its academic and other programs. The committee shall establish

its own rules of procedure in consultation with the board chair, President, and the Board of Trustees.

Section 3. The committee shall meet as often as is necessary to conduct its business, but no fewer than three times annually. It shall seek the assistance of all trustees in the course of meeting its responsibilities in accordance with these bylaws and its own rules of procedure, as adopted by the Board of Trustees. A majority of the committee's members shall constitute a quorum.

ARTICLE XIV

Composition, Purposes, and Responsibilities of the Budgeting and Finance Committee

Section 1. The Budgeting and Finance Committee shall have at least three members and not more than eight, all of whom shall be voting trustees. The committee's chair, vice chair, and members shall be appointed for renewable one-year terms by the chair of the Board of Trustees subject to the approval of the Board of Trustees.

Section 2. The responsibilities of the Budgeting and Finance Committee include reviewing and approving proposals for the comprehensive institutional budget on an annual basis. The committee shall receive, on a quarterly basis, updates on the budget and variations therein. The responsibilities of the committee also include monitoring the university's financial operations, evaluating the university's accounting system and making recommendations concerning changes necessary to assure that the records are adequately maintained in accordance with applicable standards, causing basic financial issues and information to be presented to the board on a timely basis, reviewing requests from the President or administration that exceed the budget and submit those requests to the board with appropriate recommendations, verifying that the university is in compliance with all federal, state, and other applicable reporting requirements, and functioning as an audit committee, or creating a sub-committee to function as an audit committee. The audit committee or sub-committee is responsible for arranging and overseeing regular audits of the financial activities of the university, making evaluations and recommendations to ensure that the President and administration comply with donor restrictions on gifts, adhere to laws and regulations, and conform with established board policies. The committee shall establish its own rules of procedure in consultation with the board chair, President, and the Board of Trustees.

The committee shall ensure that all trustees regularly receive appropriate and comprehensible financial statements from the college's administration that include comparisons of revenues and expenditures with the approved annual budget and the preceding fiscal year for the same time periods. The committee shall ensure that other financial reports—including those for special or major board-approved expenditures, college investments, and annual or special audits—are provided to all trustees in a timely manner for review and discussion as appropriate. The committee consults with the university's Vice President for Finance, board-approved auditor, and the investment and audit committees of the board as appropriate or necessary.

Section 3. The committee shall meet as often as is necessary to conduct its business, but no fewer than three times annually. It shall seek the assistance of all trustees in the course of meeting its responsibilities in accordance with these bylaws and its own rules of procedure, as adopted by the Board of Trustees. A majority of the committee's members shall constitute a quorum.

ARTICLE XV

Officers of the Corporation

Section 1. The officers of the Corporation shall be the President of the University, the chair, vice chair, secretary, and treasurer of the Board of Trustees. All officers shall serve at the pleasure of the Board of Trustees.

Section 2. The chair, vice chair, and secretary shall be trustees. The other officers of the Corporation are not required to be trustees.

ARTICLE XVI

Terms and Responsibilities of the Chair and Vice Chair of the Board of Trustees

Section 1. The chair and vice chair shall be elected annually upon nomination by the committee on trusteeship and ordinarily shall serve for three consecutive years or until they have served the maximum number of years as a trustee, whichever is less. Vacancies may be filled at any time by a majority vote of the members of the board, but election or reelection shall normally take place at the annual meeting.

Section 2. The chair shall preside at all board and executive committee meetings, have the right to vote on all questions, and subject to approval by the Board of Trustees appoint committee chairs and vice chairs and determine the composition of all board committees, and otherwise serve as a spokesperson for the board. He or she shall serve as chair of executive committee, an advisory member of all other standing committees of the board, and have other duties as the board may prescribe from time to time.

Section 3. In the absence of the chair, the vice chair shall perform the duties of the office of the chair, including presiding at board and executive committee meetings. He or she shall have other powers and duties as the board may from time to time prescribe and may or may not be nominated to succeed the chair when a vacancy occurs, as the committee on trusteeship determines.

ARTICLE XVII

Term and Responsibilities of the Secretary of the Board of Trustees

Section 1. The secretary shall be elected annually upon nomination of the committee on trusteeship and shall ordinarily serve for three consecutive years.

Section 2. The secretary shall ensure that the Board of Trustees is acting in accordance with these bylaws, that bylaw amendments are promptly made as necessary, that minutes of board and executive committee meetings are accurate and promptly distributed to all trustees, that meetings are properly scheduled and trustees notified, and that board policy statements and other official records are properly maintained. The secretary shall perform other duties as prescribed from time to time by the board and may be assisted in all duties by a staff member designated by the President.

ARTICLE XVIII

Term and Responsibilities of the Treasurer of the Board of Trustees

Section 1. The treasurer of the Board shall be recommended by the President and elected by the Board of Trustees.

Section 2. The treasurer shall be the Vice President of Finance of the Corporation and shall establish, maintain, and monitor the processes to be used in receiving, depositing, recording and reporting the monies of the Corporation. The treasurer shall establish, maintain and monitor the processes to be used in making disbursements subject to such regulations as may be determined from time to time by the Board of Trustees, and shall make reports of the finances of the Corporation annually and whenever requested by the Board of Trustees or the President. He or she shall perform such other duties as may be required by these Bylaws or as may be assigned by the Board of Trustees or the President. At the end of his or her term of office, the Treasurer shall deliver to his or her successor all books, monies, and other property of the Corporation then in his or her possession. The Board of Trustees may require the Treasurer to give such security as it may direct of the faithful performance of his or her duties.

ARTICLE XIX

Term, Authority, and Responsibilities of the President of the University

Section 1. The president serves at the pleasure of the Board of Trustees for such term, compensation, and with such other terms of employment, as it shall determine.

Section 2. The President shall be the university's chief executive officer and the chief adviser to and executive agent of the Board of Trustees. His or her authority is vested through the Board of Trustees and includes responsibilities for all university educational and managerial affairs. The President is responsible for leading the university, implementing all board policies, keeping the board informed on appropriate matters, consulting with the board in a timely manner on matters appropriate to its policy-making and fiduciary functions, and serving as the university's key spokesperson. He or she has the authority to execute all documents on behalf of the university and the Board of Trustees consistent with board policies and the best interests of the university. The President serves as an advisory member of all board committees except the audit committee. The authority, duties, and responsibilities of the President include, but are not limited to the following:

- The appointment in consultation with the Board of Trustees of one or more vice-presidents and deans.
- Recommending the appointment of the Treasurer to the Board of Trustees.
- Be the official link between the faculty and the Board of Trustees and between the students and the Board of Trustees.
- Have authority to appoint other administrators, faculty, and other personnel and fix their terms of employment and compensation, and to prescribe their duties.
- Present an annual budget to the Board of Trustees and such amendments as are appropriate from time to time.
- Report to the Board of Trustees on the operation and condition of the university and present, for consideration of the Board of Trustees, such recommendations as he or she may deem necessary or expedient for the university's welfare.
- As authorized by the board, direct the execution of all diplomas or degrees by the following officers:
 - (a) The chairman or the vice chairman of the Board of Trustees;
 - (b) The President; and
 - (c) The vice presidents of the respective colleges.
- Vote all shares of capital stock of corporations owned or held by the university at all meetings of the stockholders thereof, and delegate, if necessary, such authority to another by proxy in writing.
- Be the final authority in the internal affairs of the university.
- Perform such other reasonable and customary duties and functions as the Board of Trustees may from time to time assign to him or her.

ARTICLE XX

Indemnification

Except to the extent expressly prohibited by the Tennessee Not-For-Profit Corporation Law, the Corporation shall indemnify any person made or threatened to be made a party to or called as a witness in or asked to provide information in connection with any pending or threatened action, proceeding, hearing, or investigation, or any appeal therein (other than an action or proceeding by or in the right of the Corporation to procure a

judgment in its favor), whether civil or criminal, including an action by or in the right of any other corporation of any type or kind, domestic or foreign, or any partnership, joint venture, trust, employee benefit plan, or other enterprise, which any trustee or officer of the corporation served in any capacity at the request of the Corporation, by reason of the fact that he or she is or was, or he or she is the executor, administrator, heir, or successor of a person who is or was a Trustee or officer of the Corporation, or served such other corporation, partnership, joint venture, trust, employee benefit plan, or other enterprise in any capacity, against judgments, fines, amounts paid in settlement and reasonable expenses, including attorneys' fees actually and necessarily incurred as a result of such action or proceeding, or any appeal therein, if such trustee or officer acted in good faith, for a purpose that he or she reasonably believed to be in, or, in the case of service for any corporation or any partnership, joint venture, trust, employee benefit plan, or other enterprise, not opposed to, the best interests of the Corporation and, in criminal actions or proceedings, in addition had no reasonable cause to believe that his or her conduct was unlawful.

Except to the extent expressly prohibited by the Tennessee Not-For-Profit Corporation Law, the Corporation shall indemnify any person made, or threatened to be made, a party to an action by or in the right of the Corporation to procure a judgment in its favor by reason of the fact that he or she is or was, or he or she is the executor, administrator, heir, or successor of a person who is or was a trustee or officer of the Corporation, or is or was serving at the request of the Corporation as a Trustee or officer of any corporation of any type or kind, domestic or foreign, of any partnership, joint venture, trust, employee benefit plan, or other enterprise, against amounts paid in settlements and reasonable expenses, including attorneys' fees, actually and necessarily incurred by him or her in connection with the defense or settlement of such action, or in connection with an appeal therein, if such trustee or officer acted, in good faith, for a purpose which he or she reasonably believed to be in, or, in the case of service for any corporation or any partnership, joint venture, trust, employee benefit plan, or other enterprise, not opposed to, the best interests of the Corporation, except that no indemnification under this paragraph shall be made in respect to (1) a threatened action, or a pending action that is settled or otherwise disposed of, or (2) any claim, issue, or matter as to which such person shall have been judged to be liable to the Corporation, unless and only to the extent that the court in which the action was brought, or if no action was brought, any court of competent jurisdiction, determines upon application that, in view of all the circumstances of the case, the person is fairly and reasonably entitled to indemnity for such portion of the settlement amount and expenses as the court deems proper.

The termination of any civil or criminal action or proceeding by judgment, settlement, conviction, or upon a plea of nolo contendere or its equivalent, shall not in itself create a presumption that any such trustee, director or officer did not act in good faith for a purpose that he or she reasonably believed to be in, or, in the case of service for any other corporation or partnership, joint venture, trust, employee benefit plan, or other enterprise not opposed to the best interests of the Corporation or that he or she had reasonable cause to believe that his or her conduct was unlawful.

No indemnification shall be made under this Bylaw if a judgment or other final adjudication adverse to such person establishes that his or her acts were committed in bad faith or were the result of active and deliberate dishonesty and were material to the cause of action so adjudicated, or that he or she personally gained in fact a financial profit or other advantage to which he or she was not legally entitled, and provided further that no such indemnification shall be required with respect to any settlement or other nonadjudicated position of any threatened or pending action or proceeding unless the Corporation has given its consent to such settlement or other disposition.

The Corporation shall advance or promptly reimburse, upon request of any person entitled to indemnification hereunder, all expenses, including attorneys' fees actually and reasonably incurred in defending any action or proceeding in advance of the final disposition thereof, upon receipt of a written undertaking by or on behalf of such person to repay such amount if such person is ultimately found not to be entitled to indemnification, or, where indemnification is granted to the extent the expenses so advanced or reimbursed exceed the amount to which such person is entitled.

Nothing in the Bylaw shall limit or affect any other right of any person to indemnification or expenses, including attorneys' fees, under any statute, rule, regulation, Charter, Bylaw, insurance policy, contract, or otherwise.

No elimination of this Bylaw, and no amendment of this Bylaw adversely affecting the right of any person to indemnification or advancement of expenses hereunder shall be effective until the sixtieth day following notice to such person of such action, and no elimination of or amendment to this Bylaw shall deprive any person of his or her rights hereunder arising out of alleged or actual occurrences, acts, or failures to act prior to such sixtieth day. The provisions of this paragraph shall supersede anything to the contrary in these Bylaws.

The Corporation shall not, except by elimination or amendment of this Bylaw in a manner consistent with the preceding paragraph, take any corporate action or enter into any agreement which prohibits, or otherwise limits the rights of any person to indemnification in accordance with the provisions of this Bylaw. The indemnification of any person provided by this Bylaw shall continue after such person has ceased to be a trustee or officer of the Corporation and shall inure to the benefit of such person's heirs, executors, administrators, and legal representatives.

The Corporation is authorized to enter into agreements with any of its trustees, officers, or employees extending rights to indemnification and advancement of expenses to such person to the fullest extent permitted by applicable law, or to provide such indemnification and advancement of expenses pursuant to a resolution of the Board of Trustees, but the failure to enter into any such agreement or to adopt any such resolutions shall not affect or limit the rights of such person pursuant to this Bylaw. It is hereby expressly recognized that all trustees and officers of the Corporation, by serving as such after the adoption hereof, are acting in reliance on this Bylaw and that the Corporation is estopped to contend otherwise. Additionally, it is hereby expressly recognized that all persons who are trustees or officers of the Corporation and who also serve as directors, officers, or employees of corporations that are subsidiaries or affiliates of the corporation (or otherwise entities controlled by the Corporation) are conclusively presumed to serve or to have served as such at the request of the Corporation, and, unless prohibited by law, are entitled to indemnification under this Bylaw.

For purposes of this Bylaw, the Corporation shall be deemed to have requested a trustee or officer of the Corporation to serve an employee benefit plan where the performance by such person of his or her duties to the Corporation also imposes duties on, or otherwise involves services by, such person to the plan or participants or beneficiaries of the plan, and excise taxes assessed on a person with respect to an employee benefit plan pursuant to applicable law shall be considered indemnifiable expenses, and action taken or omitted by a person with respect to an employee benefit plan in the performance of such person's duties for a purpose reasonably believed by such person to be in the interest of the participants and beneficiaries of the plan, shall be deemed to be for a purpose that is not opposed to the best interests of the Corporation.

A person who has been successful, on the merits or otherwise, in the defense of a civil or criminal action or proceeding shall be entitled to indemnification as authorized in this Article. Except as provided in the preceding sentence and unless ordered by a court, any indemnification under this Bylaw, under any contract or otherwise, shall be made by the Corporation if, and only if, authorized in the specific case;

- (1) By the Board of Trustees acting by a quorum consisting of trustees who are not parties to such action or proceeding upon a finding that the trustee or officer has met the standard of conduct set forth in the first paragraph of this Article;
- (2) If such a quorum is not obtainable or, even if obtainable, a quorum of disinterested trustees so directs: By the Board of Trustees upon the opinion in writing of independent legal counsel that indemnification is proper under the circumstances because the standard of conduct set forth in the first or second paragraph of this Article has been met by such trustee or officer.

If any expenses or other amounts are paid by way of indemnification, otherwise than by court order or action the Corporation shall include a statement specifying the action taken in the records of the Corporation open to public inspection.

In case any provision in this Article shall be determined at any time to be unenforceable in any respect, the other provisions shall not in any way be affected or impaired thereby, and the affected provisions shall be given the fullest possible enforcement in the circumstances, it being the intention of the Corporation to afford indemnification and advancement of expenses to its trustees and officers, acting in such capacities or in the other capacities specified in this Article, to the fullest extent permitted by law.

ARTICLE XXI

Terms, Authority, and Responsibilities of Vice Presidents

The vice presidents shall serve for such terms and have such authority and responsibilities as the President shall determine in consultation with the Board of Trustees. In the absence or disability of the President, the Board of Trustees shall determine which vice president or other individual shall perform the president's duties.

ARTICLE XXII

Conflict of Interest

A trustee shall be considered to have a conflict of interest if he or she (1) has existing or potential financial or other interests that impair or appear to impair his or her independent, unbiased judgment in the discharge of his or her responsibilities to the university; or (2) is aware that a member of his or her family has financial or other interests that would impair or appear to impair the trustee's independent judgment in the discharge of his or her responsibilities to the university. For the purpose of this provision, a family member is

defined as a spouse, parent, sibling, child, or any other relative residing in the same household as the trustee.

All trustees shall disclose to the board any possible conflict of interest at the earliest practical time. Further, the trustee shall absent himself or herself from discussions of, and abstain from voting on, such matters under consideration by the Board of Trustees or its committees. The minutes of such meeting shall reflect that a disclosure was made and that the trustee with a conflict or possible conflict abstained from voting. Any trustee who is uncertain as to whether a conflict of interest may exist in any matter may request that the board or committee resolve the question in his or her absence by majority vote. Each trustee shall complete and sign a disclosure form provided by the secretary of the Board of Trustees.

ARTICLE XXIII

The Faculty

Section 1. The faculty shall consist of the President of the university, vice presidents and/or heads of the colleges and schools, the academic officers, and those full time appointees who hold the rank of Professor, Associate Professor, Assistant Professor, Instructor, or Lecturer. Each college of the university shall have a faculty appointed by the President. Each faculty member shall have a primary appointment in a college and shall have voting rights in that college.

Section 2. All members of the faculty shall hold their positions subject to the academic freedom and tenure policies approved by the Board of Trustees.

Section 3. The faculty of the university shall be responsible to the Board of Trustees through the President for:

- Leadership to achieve and maintain a high quality of intellectual life for the university.
- The professional growth and behavior of the members of the university faculty.
- Nominations for honorary degrees.
- Such other powers and duties as the Board of Trustees may from time to time delegate to it.

Section 4. The faculty shall meet during the university sessions as often as necessary.

Section 5. The faculty of each college and school of the university shall elect a faculty moderator and a secretary who shall keep a permanent record of all its meetings.

Section 6. The faculty of each college and school shall recommend, subject to the approval of the University Senate, President and the Board of Trustees:

- Requirements for admission.
- Courses of study.
- Conditions of graduation.
- The nature of degrees to be conferred.

Section 7. The faculty of the colleges and schools within the university shall approve candidates for degrees within their respective colleges and schools.

ARTICLE XXIV

University Senate

Each college and school of the university shall elect a member of its respective faculty to the University Senate. The President shall appoint a member of each college and school to the University Senate. The University Senate shall receive recommendations as described in Section 6, Article XXIII, and make recommendation to the President and the Board of Trustees.

ARTICLE XXV

The Right to Resolution

Any official body of the university, particularly the faculty and the student body, through the student government, shall have the right and the responsibility to speak by resolution through the President of the university to the Board of Trustees or to its executive committee on any issue of general interest or on any issue of specific concern to that official body.

ARTICLE XXVI

Honorary Degrees

Section 1. Nominations. Nominations for honorary degrees may be made by the faculty.

Section 2. Conferring of Degrees. Honorary degrees will be conferred upon individuals nominated for the degree only upon a three-fourths (3/4) majority vote of the members of the Board of Trustees voting. Voting on honorary degrees may be conducted by written ballot sent by mail by the President of the university to the trustees.

ARTICLE XXVII

No Private Inurement

Bethel University is not organized for profit and is to be operated exclusively for one or more of the purposes specified in Section 501(c)(3) of the Internal Revenue Code, including, for such purposes, the making of distributions to organizations that qualify as exempt organizations under Section 501(c)(3) of the Internal Revenue Code, or the corresponding section of any future federal tax code, and in the promotion of social welfare in accordance with the purposes stated in the Charter of Bethel University. The net earnings of Bethel University shall be devoted exclusively to charitable and educational purposes and shall not inure to the benefit of any private individual. No trustee or person from whom Bethel University may receive any property or funds shall receive or shall be entitled to receive any pecuniary profit from the operation thereof, and in no event shall any part of the funds or assets of Bethel University be paid as salary or compensation to, or distributed to, or inure to the benefit of any member of the Board of Trustees; provided, however, that (a) reasonable compensation may be paid to any trustee while acting as an Agent, including consultant, contractor, or employee of Bethel University for services rendered in affecting one or more of the purposes of the Corporation; and (b) any trustee may, from time to time, be reimbursed for his or her actual and reasonable expenses incurred in connection with the administration of the affairs of the Corporation.

ARTICLE XXVIII

References to Internal Revenue Code

All references in these Bylaws to provisions of the Internal Revenue Code are to the provisions of the Internal Revenue Code of 1986, as amended, and shall include the corresponding provisions of any subsequent federal tax laws.

ARTICLE XXIX

Review and Amendment of Bylaws

Section 1. These bylaws may be changed or amended at any meeting of the trustees by a two-thirds vote of those present, provided notice of the substance of the proposed amendment is sent to all trustees at least 30 days before the meeting.

Section 2. These bylaws shall be reviewed periodically by the secretary of the Board of Trustees and the executive committee. The secretary and the executive committee shall recommend any necessary changes to the Board of Trustees.

ARTICLE XXX

Private Inurement

Notwithstanding any other provision of the Charter or these Bylaws, the Corporation shall not engage in any activities that are not permitted (1) by a nonprofit corporation exempt from federal corporate tax under Section 501(c)(3) of the Internal Revenue Code, or (2) by a nonprofit corporation contributions to which are tax deductible under Section 170(c)(2) of the Internal Revenue Code.

ARTICLE XXXI

Dissolution

On dissolution of the Corporation, all of its net assets shall be paid over or transferred to one or more exempt organizations of the kind described in Internal Revenue Code Section 501(c)(3). The organization to receive such property shall be designated by the Board of Trustees. Any assets not so disposed of shall be disposed of by the Chancery Court in and for the County of Carroll exclusively for one or more exempt purposes within the meaning of the Internal Revenue Code Section 501(c)(3), or to such organization or organizations as such court shall determine, which are organized and operated exclusively for such purposes. Any plan of dissolution of the Corporation adopted by the Board of Trustees, or submitted to the aforesaid court shall be submitted to the Attorney General of the State of Tennessee pursuant to Section 48-64-103 of Tennessee Code Annotated.

ARTICLE XXXII

Severability

The invalidity of any provision of these Bylaws shall not affect the other provisions hereof, and in such event, these Bylaws shall be construed in all respects as if such invalid provisions were omitted.

BYLAWS CERTIFICATE

The undersigned certifies that he is the Secretary of Bethel University, a Tennessee nonprofit corporation, and that, as such he is authorized to execute this certificate on behalf of said corporation, and further certifies that the foregoing Bylaws, consisting of nineteen (19) pages, including this page, constitute the Bylaws of the Corporation as of this date, duly adopted by the Board of Trustees, of the Corporation at their regular meeting, on July 14, 2012.

Dated: _____

(Secretary)

Chapel

The word BETHEL means House of God!

The word BETHEL comes from the Scriptures. One of the first times the word is mentioned is in Genesis 28. A young man, Jacob, leaves home for the first time. He stops for the night and has an encounter with the Living God of his grandfather Abraham and his father Isaac. When he awakes in the morning he says, "Surely the Lord is in this place, and I was not aware of it." He was afraid and said, "How awesome is this place! This is no other than the house of God; this is the gate of heaven." Early the next morning Jacob took the stone he had placed under his head and set it up as a pillar and poured oil on top of it. He called that place Bethel. Genesis 28:10-19.

Weekly Worship Services

Chapel - Tuesday mornings at 11:00 a.m. chapel services are a place where we gather together to lift the name of Christ on high in the Bouldin Auditorium of the Dickey Fine Arts Building in a contemporary worship format. The music is provided by the talented Renaissance Praise Team. All worship services will revolve around the basic, orthodox teachings of the church found in the Apostles' Creed. The Creed summarizes the basic beliefs of the Christian faith.

I believe in God, the Father Almighty, creator of heaven and earth.

I believe in Jesus Christ, His only Son, our Lord, who was conceived by the Holy Spirit and born of the Virgin Mary. He suffered under Pontius Pilate, was crucified, died, and was buried. The third day He arose from the dead. He ascended into heaven and is seated at the right hand of God the Father Almighty. From there He will come to judge the living and the dead.

I believe in the Holy Spirit, the holy universal church, the communion of saints, the forgiveness of sins, the resurrection of the body, and the life everlasting. Amen

Communion

Like a more traditional service? Join us for a liturgical Holy Communion service every Thursday morning at 11:00 a.m. on the third floor of Campbell Hall. Everyone is welcome to participate, but no one is required to partake in the elements. If you are not a Christian and/or you have questions about the faith, we ask you to come, observe and please be respectful as we worship. The Chaplain is available after services or during office hours to answer your questions. ***Everyone Is Welcome To Attend The Services!***

Chapel Requirements

A full-time traditional undergraduate freshman, sophomores, and juniors (including transfers and commuters) are required to attend the weekly worship services. This requirement can be fulfilled by attending Chapel service on Tuesdays and/or the Communion service on Thursdays. The Chapel requirements for each class are as follows:

- Freshman: 12 services per semester
First semester freshman will attend the Chapel service on Tuesdays as part of the College Orientation Experience (COE) course requirement. All other freshman can attend any of the weekly worship services to meet the requirement.
- Sophomores: 6 services per semester
- Juniors: 3 services per semester

If, in extenuating circumstances, students cannot attend the weekly services, they can put the love of Christ into action by giving an hour of community service for each required worship service. Contact the Mission and Outreach Coordinator at 731-352-6449 to identify local community service projects. To receive credit for community service, students must complete the *Community Service Log* found on the Christian Life page of the Bethel website and return it to the Mission and Outreach Coordinator no later than the Monday of final exam week. Community service projects must be completed during the semester for which Chapel credit is to be earned.

If students choose not to attend the weekly services or participate in community service, the final option is to donate \$10.00 for each required worship service to Bethel community service projects. If students do not meet the semester requirement, a \$10.00 non-compliance fee for each required worship service will be the default option. All money collected will go towards Bethel community service projects.

Every student is given the opportunity to worship God through song, the Lord's Table, the use of hands and feet in the community, or by giving. The way you worship the triune God is up to you.

In extreme hardship cases the Dean of Students, James T. Stewart, will grant exemptions from attending the weekly services on a case by case basis. Dean Stewart can be reached at stewartj@bethelu.edu or 731-352-4093. His office is located at L112 in the Vera Low Center for Student Enrichment.

The Holy Scriptures

1.04 God's words and actions in creation, providence, judgment, and redemption are witnessed to by the covenant community in the scriptures of the Old and New Testaments. *

1.05 God inspired persons of the covenant community to write the scriptures. In and through the scriptures God speaks about creation, sin, judgment, salvation, the church and the growth of believers. The scriptures are the infallible rule of faith and practice, the authoritative guide for Christian living.

Marriage and the Family

6.15 God created the family as the primary community in which persons experience love, companionship, support, protection, discipline, encouragement, and other blessings. It is the normal relationship into which children are born.

6.16 The church recognizes and ministers to people living in a variety of family patterns, including those persons who by choice or circumstances are single. It seeks to embrace each person and all groups of persons within the family life of the covenant community.

6.17 Marriage is between a man and a woman for the mutual benefit of each, their children, and society. While marriage is subject to the appropriate civil law, it is primarily a covenant relationship under God. As such, it symbolizes the relationship of Jesus Christ and the church, and is that human relationship in which love and trust are best known.