

Pathway Business Meeting Agenda – January 5th, 2014

Church Financial & Attendance Review – 5 minutes

Church Calendar & Event Review – 10 minutes

Review of Proposed Deacon Policy & Ordination of Deacons / Ministers

- Review of printed proposal
- Questions, changes, and approval of policy
- Vote to recognize J.D. Chastain’s deacon ordination
- Discuss process to review candidates for deacon / ministry ordination

Review of Proposed Church Constitution

- Review of proposal & suggested temporary definition of Budget & Finance Committee
- Question, changes and approval of policy or tabling until future meeting

Staffing Decisions

- Recommendation to use funds from Razorback game-day parking to pay Andrew Price a base part-time salary of \$1,000 per month with leniency to pay up to \$1,500 per month as needed until he finds additional part-time employment in the field using his recently obtained degree of chemical engineering.
- Recommendation by pastor to increase salary for Clint Felts.

Update on “Gifts for Pathway” and Former Items of Business

Proposed Temporary Description for the Budget & Finance Committee

This committee shall have the responsibility of advising the church staff on purchases outside of the normal scope of business as has been set in preceding years. They will review the overall financial statements of the church to become familiar with the spending patterns and financial needs of the church. Over the next 2-3 years or until Pathway stands on its own financially, they will carry out this role. After that time they will begin assisting staff to develop a formal budget in accordance with the permanent description of this committee in the adopted bylaws.

Pathway Baptist Church – Fayetteville, Arkansas

Proposal for Selection, Ordination, & Responsibilities of Deacons

As we begin 2014, Pathway is entering the final years of state mission support. It is because of the generous support from our association, churches, and individuals across the state that has allowed us to pay staff & build our facilities. As Pathway gradually takes over the financial responsibilities, we also need to move in the direction where the membership of Pathway takes over the long term management responsibilities of the church. In any new church, much of this falls on the shoulders of the staff as everyone in the congregation is new. Our staff has also carried much of the load to allow our volunteers to focus on other areas of need which has allowed us to grow. Now we've reached a point and expanded to a size that without taking the next step in restructuring the organization of church responsibilities, we will be limited in the amount we are able to grow both numerically and in unity. Below is the proposal we are submitting for the church to consider at our January 5th business meeting.

Responsibilities of Deacons

As discussed at our last business meeting, our staff has looked at many different models of how the role of deacon has been set up at other churches. The one which we feel both mirrors Biblical guidelines and meets the need of our congregation is this: Deacons will be assigned a certain number of families / individuals from the church for which they are the primary agent responsible for contact, follow-up, discipleship, and making sure any urgent needs are addressed. Each deacon is not expected to fulfill every task on their own; they are simply responsible for making sure this is taken care of for their "Deacon Family Group".

While the responsibility is large, the individual workload doesn't have to be. The four tasks each deacon should focus on for each member of their Deacon Family Group (DFG) are:

- 1. PRAY FOR THEM DAILY:** It is the deacons job to both pray for the group as a whole and to keep up with individual prayer needs within the group. These prayer needs and updates can be passed along to church staff and to others in the DFG to provide more prayer and support.
- 2. LOOK FOR THEM WEEKLY:** Each Sunday at worship, take notice of who is in attendance. Try to make contact with everyone in your DFG or enlist others to help share that load.
- 3. CONTACT THEM MONTHLY:** For those who haven't been at worship or small groups, make sure someone from the DFG communicates with those not in attendance to let them know they were missed.
- 4. MEET WITH THEM QUARTERLY:** Host a Deacon Family Group activity every quarter. It needs to be a time of fellowship, whether it's a meal at someone's home or some type of activity. These multi-generational groups that span across small groups will help build unity within the church and give people the ability to form valuable relationships with people from a broad spectrum of life experience.

At many churches, we've lost the idea that the care of members needs to be done primarily by other members. This is why churches often have problems with connectivity and then suffer upon changes in staffing. With Deacon Family Groups, we hope to see a stable future laid for the future of Pathway. Here are the other areas of the church DFGs will help:

- DFGs will be comprised of 25-40 people. Some of that number includes openings for new visitors / members to the church. This allows a small enough group for people to build relationships but large enough to provide multi-generational experience. They will be planned to not include too many from any small group to give another level of connectivity within Pathway. This number also allows each deacon and their helpers within the DFG a manageable number of people to care for and to contact.
- Many people involved at Pathway have not yet or are not able to be involved with a small group. DFGs include everyone so each person attending Pathway has a group of people they can get to know and lean on when they need someone. This helps close a gap in our span of care not fully addressed by small groups.
- Since many people in DFGs are involved in small groups, this will be a natural way for new people to get connected into a Bible study. DFGs are for fellowship, span of care, and 1-to-1 discipleship but provide a mechanism to build relationships which can also connect them to a small group.
- New visitors to Pathway will automatically be assigned to a Deacon Family Group. Members of that group will be in charge with contact and follow up to aid church staff. This is an area which staff has received volunteers to help in the past but has not followed through on giving these volunteers what they need to help. With the implementation of DFGs, staff will begin a process of assigning new visitors to DFGs at the start of each week and passing the contact information along to the deacon and contact volunteers.
- Hospital visits, physical needs, home / vehicle issues, and other tangible needs often arise in our congregation. Our staff is still available to help but we have grown to a point where our staff needs help carrying the load. Going forward the DFG will be the primary contact for individuals and they will notify and ask staff for help where needed. This will make sure everyone is cared for. Also, we know that people are reluctant to ask staff for help because of our workload, so maybe this will keep those in need from feeling like they don't need to express their need. That's what we're here for. We also have a volunteer that is coordinating meals for those recovering from surgery / birth / etc... who deacons can utilize in fulfilling these needs. Again, the deacon is responsible but can share the workload with others in Pathway.

We hope this basic layout of responsibilities along with the expected benefits of DFGs allows everyone to see why we need to move forward with this approach. However the format & structure is up to the church to decide. This outline also gives potential deacons and those recommending someone as deacon an idea of the responsibility they will need to fulfill. Keep this in mind as we move forward. This role is something that needs to only be undertaken with prayer and the leading of God.

Selection & Ordination of Deacons

Deacons will be nominated from within the congregation of Pathway Baptist Church. Each nominee will be considered by a committee of staff & ordained members. Each nominee will be interviewed and a final list of recommendations will be brought back to the church. The church can then accept nominations, add nominees, or remove nominees. The decision to ordain someone as either a deacon or as a minister can only be made during a called business meeting of the church.

Each candidate must meet the expectations & requirements laid out in Acts 6 and 1 Timothy 3. Part of the interview process is to discuss these with the candidates in private with detail before any nominations come before the church to vote on. Whether the church decides to spell out any specific qualifications as an official policy will be discussed at our business meeting.

Pending approval at the business meeting, both an online recommendation form and printed recommendation form will be made available to our congregation for a period of weeks. After the set deadline, we will begin the process of discussing and interviewing each nomination. We will then set a time for a church business meeting to discuss and vote on the ordination of deacons / ministers.

Other Notes and Items for Consideration

At the January 5th meeting, we want to suggest a few other items for discussion. With the workload that this role requires, we can foresee times when a deacon might need to step away for a time in family / work emergencies. There also may be a situation where after a deacon serves for a long period of time and no longer feels like they need to carry the full mantle of responsibility, that as a church we want to allow them to step back while still receiving the benefit of their experience. That is why we want to create three deacon roles:

- 1. Active Deacon:** This deacon fulfills all of the responsibilities outlined in the proposal. When we speak in general of a 'deacon', this is what we will be addressing.
- 2. Inactive Deacon:** This role allows for when a deacon needs to step away for a period of time due to their family situation. They may be reinstated at a later time. This title can also be used in the case where a man is removed from being an active deacon for a time of evaluation due to various circumstances. Inactive deacons do not need to be re-ordained but aren't involved in the nomination process until re-activated.
- 3. Advisory Deacon:** This role is reserved for those men who have faithfully served as deacon but over time decide to step down from an active role. Their counsel will remain valuable during the nomination process of other deacons / ministers.

At the time of our meeting we will ask that Bro. J.D. Chastain's deacon ordination be recognized by Pathway and for Bro. Chastain to be placed in the role of Advisory Deacon.

Roles of the Ordination Committee: This committee simply consists of any ordained minister or ordained active / advisory deacon of the church. As lined out in the scripture, ministers are to be spiritual leaders & teachers of the church and deacons are to be servants of the church. This obviously doesn't mean that they both don't serve in both areas, but by definition, those are their primary responsibilities. The only role that the ordination committee serves is to discuss and interview the ordination candidates given to it by the membership of the church. Ministers who are staff members will have other decision-making responsibilities given to them by the church depending on their position. Deacons have no other church authority than any other member, except pertaining to the interim removal of a pastor due to misconduct or being incapacitated and other roles to fill vacancies. That authority is lined out in the church constitution. While very rare, if enacted, the interim decisions must be discussed and voted on by the church membership at the earliest convenience. Outside of these narrowly defined roles of authority, deacons are members of the church who the congregation respects enough to ask them to be servant leaders.

Requests of the Deacons by the Pastor: While the deacons have little other authority given to them by the church, pastors often counsel with the deacons when problems arise. They typically do this when a small group of people are needed for quick response. Deacons are a good fit for this need because they were chosen by the congregation, not the pastor, so the pastor can go to them for advice without being accused of favoritism. On occasions when problems arise between members or among staff, the pastor at his discretion may consult with the deacons to get advice and to gain a general idea of how the congregation might feel about a certain situation. No decisions can be made during such a meeting other than what course of action to present to the church. A pastor may also consult the deacons in matters where he is trying to privately handle discipline issues or member disagreements that have not yet reached a level where they need brought before the entire congregation. This isn't done to keep anything from the church but rather to protect the privacy of the members in question. Again, if the individuals in question disagree with the pastor and/or the deacons regarding their proposed resolution to a specific problem, that member(s) can immediately request to bring this matter before the entire church. The pastor may choose to handle these matters without consulting the full body of deacons but since the possibility exists, we wanted to spell out what would be done at any meeting of this type. Again, deacons do not make decisions for the church. No member is under obligation to do anything the deacons ask of them. Any member can ask that a matter discussed by the deacons be discussed at an open business meeting. While deacons do not have authority, they are spiritually respected men of the church who may be consulted upon the discretion of the pastor.

We hope these details help outline what a deacon is and the responsibilities of those chosen to be deacons. They will be well respected spiritual men of the church but the heart of a deacon, the literal translation of the word itself, is to be a servant of the people.

CHURCH CONSTITUTION

Constitution of Pathway Baptist Church, Fayetteville – Arkansas

This Constitution and Bylaws are made to:

1. Preserve and secure the principles of our faith.
2. Preserve the liberties of each individual member of the church.
3. Ensure freedom of action of independence from any religious body or organization.
4. Provide for orderly conduct of internal affairs, in dealing with others, and of governing church members.

I. Name

The name of this church shall be Pathway Baptist Church. It shall be affiliated with the Fayetteville Association of Missionary Baptist Churches, the State Association of Missionary Baptist Churches of Arkansas, and the American Baptist Association.

II. Business Location

The mailing address of this church shall be: P.O. Box 9117, Fayetteville, AR 72703.

III. Purpose

The purposes of Pathway Baptist Church are:

1. To worship and serve God and to fulfill the Great Commission of Jesus Christ as set forth in Matthew 28:19-20.
2. To minister to the needs of the members and others as the church is able to do so.
3. To do any and all things related to and in connection with the carrying out of the object and purpose herein above set forth.

IV. Articles of Faith

The Doctrinal Statement of this church will be adopted from that of the American Baptist Association.

V. Government

The government of Pathway Baptist Church is vested in its members. The membership retains unto itself the right of exclusive self-government in all phases of its life and organization. It recognizes the needs for mutual counsel and cooperation, which are common among Baptist churches. This church will cooperate with and mutually work with the Fayetteville Association of Missionary Baptist Churches, the State Association of Missionary Baptist Churches of Arkansas, and the American Baptist Association.

VI. Nonprofit Status and Liquidation

This church is not organized for profit. In the event of liquidation, voluntary or involuntary removal from the State Association of Missionary Baptist Churches of Arkansas, or dissolution of the church, all of its assets and property of every nature and description whatsoever shall be paid over and transferred at the direction of the trustees to East Union Missionary Baptist Church in Hensley, Arkansas.

VII. Amendment

This Constitution and Bylaws may be amended provided the proposed amendment shall have been presented in writing at a regular church business meeting and then circulated to the membership. Amendments to this Constitution and Bylaws shall be two-thirds vote of members of the church who are qualified to vote and are present in the business meeting with a quorum to discuss and vote for this matter. Matters concerning property must also be approved by 2/3 of the existing trustees.

BYLAWS

Bylaws of Pathway Baptist Church, Fayetteville – Arkansas

I. Church Membership

A. Qualifications:

Membership of Pathway Baptist Church shall consist of people who have made a profession of their faith in Jesus Christ as Lord and Savior, and who, having been scripturally baptized by immersion, and are in agreement with the Doctrinal Statement, and Membership Agreement.

B. Reception:

Membership in the church may be attained after completion of the membership class (Pathway Class), acceptance and signature of the Membership Agreement, completion & acceptance of the Membership Application, and by the action of the church in one of the following manners:

1. By scriptural baptism by immersion after profession of faith in Jesus Christ as personal Lord and Savior. Scriptural baptism must be performed under the authority of a church of like faith and order.
2. By transfer of church letter from another church of like faith and order.
3. By a statement of faith of their prior experience of conversion and scriptural baptism by immersion in another evangelical church of like faith and practice.
4. By restoration to the church membership after having been dropped.
5. Members are moved to an inactive members status when they have attended less than 20% of Sunday worship services or small group Bible studies for a period of 3 months. Inactive members cannot make motions or vote at church business meetings. Members may be restored to active status once they have begun regularly attending (greater than 30%) Sunday services / small group for a 3 month period. Allowances can be made for medical or job-related issues.

C. Termination:

Membership in this church shall be terminated when a member:

1. Requests a letter of transfer to join another church.
2. Is dropped from the roll of membership when he or she joins another kind of church. A letter of transfer is not necessary.
3. Dies.
4. Is dismissed by a vote of the church due to reasons and circumstances provided in the church discipline. The pastor and membership will do all they can to counsel the member for restoration prior to action of dismissal or a request of the member to be dismissed from the church membership.

II. Church Officers

All church officers must be members of the church in good standing.

A. The Pastor:

1. The qualifications for pastor shall be consistent with those listed in 1 Timothy 3:1-7. His training, skills, and experiences are needed in this area of leadership.

2. His responsibilities:

(a) These generally fall into the following areas: Preaching, teaching, pastoral counseling, administration, planning, and guiding the church to grow and fulfill its purposes.

(b) He shall lead the church, the organizations, and all leaders of the church in performing their tasks in worship, proclamation, education, and evangelism.

- (c) The pastor shall be an ex officio member of all church standing committees.
- (d) He shall assist the deacons in securing pulpit supply for times in his absence.
- (e) In circumstances where a staff member or church officer needs to be temporarily removed due to job performance or misconduct, the pastor has the authority to make such decisions on an interim basis. An open business meeting must be immediately called & announced to allow the membership of the church to discuss and make a final decision on the status of said position.

B. Church Staff:

This church shall employ or call staff, as it shall need.

1. Staff members other than that of the pastor shall be recommended for employment by the membership during regularly held business meetings or by a special committee. The pastor and current staff will be instrumental in the recommendation and vetting of candidates, but final say is from the membership.
2. A written job description and mutual contract/agreement will be prepared when the need for church staff is determined.

C. Deacons:

1. Number, term of office:

The number and terms of church deacons will be determined on a case-by-case basis until such a time as the church deems necessary to impose further regulations. More details on the qualifications and responsibilities of deacons are in the Pathway Deacon Policy document.

2. Qualifications:

(a) A church deacon must meet the qualifications listed in 1 Timothy 3:8-13.

(b) A deacon shall demonstrate an exemplary Christian testimony in private, family, and public life; a committed Christian leader and partner of the pastor; supporter and promoter of the church faith, practice, programs, and ministries.

3. Election:

(a) When a deacon need or vacancy occurs, an Ordination Committee will be formed and an announcement will be made that an election of a deacon will be held during a named church business meeting. Recommendations will be obtained from the membership of the church.

(b) The Ordination Committee will enlist active men to be recommended to the church. The duties, qualifications, and importance of the office of a deacon will be interpreted to the candidates and be reviewed to the church prior to the scheduled election of deacons. The church will either accept the list of nominees, add nominees, or remove nominees. All final decisions are left to the church membership.

4. Ordination:

(a) Selection, election, and ordination of deacons is a privilege of the local church. The church may vote to remove the ordination of any deacon or place them as an inactive deacon at their discretion.

(b) When ordination of deacons is planned by the church, it shall authorize the pastor to assemble a council to examine the candidates concerning their readiness to serve as deacons.

(c) The council directed to examine the deacons shall be composed of the pastor, invited ordained pastors, and deacons of neighboring sister Baptist churches.

(d) When the council recommends the ordination of deacons, the ordination service shall be scheduled as led by the pastor.

5. Duties:

(a) Deacons shall elect the chairman of their committee. Deacons serve on the ordination committee to discuss and interview new deacon and ministry candidates.

(b) Deacons may be asked for counsel by the pastor but hold no authority to make decisions over the membership of the church.

(d) In circumstances where a pastor needs to be temporarily removed due to misconduct or not having the mental capacity to represent the church in official matters, the deacons may vote to remove him as pastor on an interim basis. A 3/4 majority is required. This is only to be done in extreme circumstances, and an open business meeting must be immediately called & announced to allow the membership of the church to discuss and make a final decision on the status of the pastor. Only gross moral misconduct or diagnosable mental incapacity are subject to this provision.

(e) In the absence of the pastor or qualifying staff member, the chairman of the Deacons shall serve as an advisory member to all organizations, departments, and committees of the church as needed.

Committees with their own chairperson can continue as before.

(f) In circumstance where the pastor position is open, there are no qualifying staff members to fill the pulpit, and a pastor search committee has yet to be formed, the deacons will organize pulpit supply until the church meets to form a pastor search committee.

D. Moderator:

1. The church moderator will be the pastor. At his or the church's request, the church may elect a lay leader to this position.
2. The moderator shall preside at all regular and called business meetings of the church.
3. In the absence of the moderator, an acting moderator will be elected to preside over the regular or called business meetings of the church.

E. Clerk:

1. The church clerk shall be elected and be responsible for keeping an accurate record of all business meeting transactions of the church and preparing the annual report to the association.
2. He or she shall keep a register of the names and addresses of the church members, with dates of admission, dismissal, dedication of children, and deaths of members of the church family.
3. He or she shall issue letters of dismissal voted by the church and write letters of transfer of membership, prepare written reports of the church, and keep an accurate history of the church.
4. An assistant church clerk may be elected or the clerk's responsibilities shall be delegated to a church secretary if and when the church can afford to employ one.

F. Treasurer:

1. The church treasurer shall be elected as the custodian of all moneys of the church and shall disburse these moneys by checks as authorized by the church.
2. He or she shall keep, at all times, an itemized account of all receipts and disbursements and shall render a monthly and annually written report of this account to the church.
3. The treasurer's report shall be audited annually by the Budget & Finance Committee.

G. Financial Secretary:

1. The church financial secretary shall be elected and shall be responsible for seeing that the offerings are properly received, counted, and deposited in the church's bank account.
2. He or she shall properly credit each contributor and their offerings. The Financial Secretary will sign a Document of Non-Disclosure to ensure privacy of membership contributions.
3. He or she shall be responsible for preparing for mailing an annual record of contribution to donors.

H. Trustees:

1. At least three (3) trustees shall be elected by the church to hold trust the property of the church.

2. They shall have no power to buy, sell, mortgage, lease, or transfer any property of the church without a specific vote of the church authorizing each action.
3. It shall be the function of the trustees to sign any, and all legal documents involving the sale, mortgage, purchase, or lease of church property or any other legal documents requiring the signature of the trustees for and in behalf of the church.
4. The church membership can authorize other representatives to sign documents that do not require the signature of trustees.

K. Vacancies:

In case of vacancy in any office, except that of the pastor and staff members, the vacancy shall be filled by the church at a regular or special meeting as soon as possible after such vacancy has occurred. The pastor may name temporary replacements for vacancies.

III. Church Committees

All church committee members shall be elected by the church from nominations presented from the floor with the consent of the nominee. There shall be a minimum of three (3) committee members with a chairperson for each committee. Any committee member elected to fill any vacancy shall serve the unexpired term of the position vacated.

A. Building Committee

This committee oversees new construction projects and building loans. This committee will receive their scope of authority from the church and will then make decisions accordingly.

B. Budget and Finance Committee:

This committee shall have the responsibility of assuring that the adopted budget is adhered to. It shall recommend financial policies to the church and shall foster and promote programs of stewardship. In consultation with the staff for the new church year, it shall draw up and submit to the church an annual budget during the month of October for the next calendar year and recommend the chairperson of budget promotion annually.

C. Maintenance Committee

This committee shall be responsible for ongoing maintenance and upkeep of the church property & facilities. They will work with staff as needed to identify maintenance needs. They will stay in communication with the daycare to make sure their issues are addressed as well. The maintenance committee will set times for church work days for various upkeep projects.

D. Missions Committee

This committee shall be responsible for discovering possibilities for starting new congregations and supporting continual mission efforts. When this occurs regarding new congregations, this committee will work out a mutual agreement with the church mission congregation(s) as approved by the church. It shall seek also possibilities for local, state, national missions projects, share findings with church program organizations, and serves the church in establishing and conducting such missions projects. This committee shall lead the church in its involvement with the local association, state association, and national associaton mission related ministries or programs that mutually benefit the church.

E. Other committees may be formed as needed by the church.

V. Church Meetings

A. Worship Services:

The church shall meet regularly each Sunday morning for the worship of God, for preaching, instruction, and evangelism. These meetings will be open for everyone in the community and shall be conducted under the direction of the pastor or designated church officer in the absence of the pastor.

B. Regular Business Meetings:

Regular business meetings shall be held twice a year, once in the Spring and once in the Fall. The date & times for these meetings will be set by church staff and notification will be given at two worship services along with normal avenues of announcements (email, online church calendar). The agenda shall be circulated or made known to the church one week prior to the business meeting. Should there be any unusual meeting or matter of unusual interest to be brought before such regular meeting, notice shall be given to the membership one week prior to that meeting.

C. Special Business Meetings / Planning Meetings:

A special called business meeting may be called by the pastor, and with other church officers, or by action of the church to consider special matters of significant nature or for event / calendar planning. A one-week notice or announcement must be given for the specially called business / planning meeting.

D. Lord's Supper Observance:

Pathway will hold a special service twice a year to observe the Lord's Supper. This will be done in the Spring during the weeks leading up to Easter and again in the Fall. Date and times are to be set by church staff. The Lord's Supper is to be observed by members of Pathway in good standing.

E. Quorum:

The quorum consists of those who attend the business meeting, provided it is a stated meeting or one that has been properly called. At least one-fourth of the active members shall constitute a quorum.

F. Parliamentary Rules:

Robert's Rules of Order (revised edition) is adopted as the authority for parliamentary rules of procedure for all business meetings of the church and for all other meetings that demand voting of the church members, including committee meetings.

VI. Licensing and Ordaining

A. Licensing:

Any member of the church who has shown by his life and has felt the call to the gospel ministry may by vote of the membership at a regular meeting be licensed by the church to the Christian ministry.

B. Ordination:

When a church of like faith and order shall have called as its pastor a member of this church who possesses scriptural qualifications and as demonstrated by his skills and training for ordination to the work of the gospel ministry, and shall request in writing that he be ordained, or the church recommends him for ordination, a special committee shall be elected to conduct the process of his ordination. Deacons of the church may be ordained as deacons upon the recommendation of the church. The church shall consider such request and by a vote of majority in a regular meeting approve such request. The pastor shall assemble an ordaining council for the ordination of qualified and recommended candidates.

VII. Church Discipline

- A. Should any unhappy difference arise among members, the aggrieved member shall follow in a tender spirit, the rules given by our Lord in Matthew 18:15-17.
 - B. Should any case of gross breach of covenant, or of public scandal occur, the deacons shall endeavor to resolve the conflict; and if this effort fails, shall report the case to the church.
 - C. All such proceedings shall be pervaded by a spirit of Christian kindness and forbearance, but should an adverse decision be reached, the church may proceed to admonish or declare the offender to be no longer in the membership of the church.
 - D. Any person whose membership has been terminated for any offense may be restored by vote of the church, upon evidence of his repentance and reformation; or if an account of continued absence, upon satisfactory explanation.
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On _____, 2014, the members of Pathway Baptist Church drafted, and approved the Constitution and Bylaws. All future changes to the Constitution and/or Bylaws will be drafted and approved by the membership of Pathway Baptist Church or a committee designated by their vote.

Pastor: _____ (print) _____

Witness: _____ (print) _____