

**OPERATING AGREEMENT
OF
MOREFIELD SPEICHER BACHMAN, LC**

THIS OPERATING AGREEMENT ("Agreement") is made and entered into as of the 16th day of **December 2014** (hereafter the "Effective Date") by and among **Morefield Speicher Bachman, LC**, a Kansas limited liability company (the "Company"), and the persons executing this Agreement as "Members" (as set forth on **Schedule A** attached hereto).

WHEREAS on **November 4, 2014**, **Morefield Speicher Bachman, LC** was formed by the filing of Articles of Organization with the Kansas Secretary of State under the Kansas Revised Limited Liability Company Act (the "Act");

NOW, THEREFORE, the Members (defined below) hereby adopt this Agreement as the "Operating Agreement" of the Company under the Act to set forth the rules, regulations and provisions regarding the management and governance of the Company, the conduct of its business, and the rights and privileges of its Members. In consideration of the promises and the mutual agreements contained herein, the parties hereto agree as follows:

**ARTICLE I
STATEMENT OF FAITH & CORE PRINCIPLES**

- 1.1 The Members are adherents of the Christian religion.
- 1.2 The Christian religion requires that all its adherents strive to live their lives in a manner that is consistent with the precepts and doctrines of their faith.
- 1.3 The Members therefore seek to run the Company according to their faith and to strive to make all decisions, including hiring decisions and decisions about business activity, according to their sincerely held religious beliefs.
- 1.4 The Members, both present and future, affirmatively state that the Company exists to bring glory to God, through the practice of law, in service to God first, and then in service to clients, the community at large, the Company's employees and families, the Company's vendors and suppliers, to opposing counsel, and to our adversaries within the bounds and rules of professional conduct. In keeping with the Company's primary purpose to serve God, and to bring Him Glory, the Members, both present and future, agree the following are a set of mandatory, core principles by which the Members will conduct themselves in their personal and professional lives, and operate the Company. Accordingly, each Member hereby agrees to:
 - (a) Strive to make all personal and professional choices under the guiding principles of Matthew 6:33, which says "But more than anything else, put God's work first and do what He wants. Then the other things will be yours as well." (CEV)

- (b) Submit to the dictates in Philippians 2:3 by, whenever possible, putting the needs of clients, the firm, and the firm's employees and other members ahead of their own personal or financial interests.
- (c) Keep the goals of making money and earning profit in their proper perspective, by being content with however much or little God provides, and being good and faithful stewards of all that He gives, whether to the firm or any Member personally.
- (d) Commit to pursuing and maintaining the highest levels of biblically defined purity and integrity in all personal and professional relationships.
- (e) Each use the unique gifts and talents God has given, to their fullest potential, by pursuing excellence, diligence and faithfulness in all endeavors, whether it is for a client, for the firm or for the community.
- (f) Be gracious in allowing all other Members to do as stated in (e) above, in including but not limited to how the Members agree to share all non-revenue generating duties required for the firm's healthy and profitable operation.
- (g) Hold one another accountable, with love and respect, to the standards set forth above, and to each humbly submit to that accountability. (Proverbs 27:17)
- (h) Seek to resolve any conflict utilizing the guiding principles set forth in Matthew 18:15-17 and Luke 17:1-3.
- (i) Commit 10% of his/her minimum annual billable quota to pro bono legal efforts that advance God's kingdom, through work that is approved by a unanimous vote of all Members as being in alignment with the Biblical teachings of Jesus and the commitments defined in paragraphs (a) through (h) above.
- (j) Treat others, including fellow Members, firm employees, and all others with whom we interact, in the way that Jesus instructs in Luke 6:31 and Matthew 22:37-40.

ARTICLE II BUSINESS PURPOSES AND OFFICES

2.1 Business Purpose. The business purpose of the Company shall be to **provide all types of legal services and to conduct any and all types of business allowed by law.** The Company shall be an association among the Members only for such specifically authorized business purpose and shall not be deemed to create any association among the Members with respect to any other activities whatsoever other than the activities within such business purpose.

2.2 Principal Office. The principal business office of the Company shall be located at 11814 W. 135th St., Overland Park, Kansas 66221, or at such other place(s) as a Majority in Interest (defined below) may determine from time to time.