

Bylaws

Covenant Bible Church

Table of Contents

Preamble	3
Language	3
Article I Name	3
Article II Purpose	3
Article III Statement of Faith	3
Article IV Ordinances	6
Article V Membership	6
Article VI Government	9
Article VII Official Functions	10
Article IX Quorum	14
Article X Ecclesiastical Authority	15
Article XI Mutual Interest	15
Article XII Prohibited Activities	15
Article XIII Founder's Vision	15
Article XIV Ministry of Helps	15
Article XV Review of Church Records	16
Article XVI Privacy	16
Article XVII Order	17
Article XVIII Finances	17
Article XIX Property Rights	17
Article XX Dissolution	17
Article XXI Other Ministers of the Gospel	18
Article XXII Indemnification	20
Article XXIII Considerations	20
Article XXIV Amendments	20

Bylaws

Preamble

WHEREAS, it is the express purpose of God our Heavenly Father to call out of the world a saved people who shall contribute to the Body of Christ, built and established on the foundation of the apostles and prophets, Jesus Christ being the Chief Cornerstone.

WHEREAS, the members of the Body of Christ are enjoined to assemble themselves together for worship, fellowship, counsel, and instruction in the Word of God and the work of the ministry and for the exercise of those spiritual gifts and offices provided for in the New Testament, therefore,

BE IT RESOLVED, that we recognize ourselves as a body of Christian believers working together for the common purpose of spreading the Gospel of our Lord and Savior Jesus Christ, and that under the laws of the state of Texas we may exercise all the rights and privileges granted to religious bodies.

Language

The masculine gender stated within this document shall refer to both men and women.

Article I Name

The name of this corporation shall be Covenant Bible Church.

Article II Purpose

The specific purpose for which the corporation is initially organized is to establish and oversee places of worship, teach and preach the gospel to all people, conduct evangelistic and humanitarian outreach, license and ordain ministers of the gospel, support missions, church planting and to also engage in activities which are necessary, suitable or convenient for the accomplishment of that purpose, or which are incidental thereto or connected therewith which are consistent with Section 501(c)(3) of the Internal Revenue Code. This corporation is organized and operated exclusively for religious purposes within the meaning of Section 501(c)(3), Internal Revenue Code.

Article III Statement of Faith

1. The Scriptures

We believe the Bible is God's written revelation to man. It is composed of sixty-six books of the Old and New Testament. It is verbally inspired in every word and absolutely inerrant in the original manuscripts. We affirm the infallibility, sufficiency, and authority of Scripture. We affirm its supreme authority in all matters of faith and conduct. (Isaiah 40:8; 2 Timothy 3:15-17; Jude 1:3; Psalm 119:105; 2 Peter 1:19; Isaiah 40:8; Matthew 5:17-18, 7:24; Luke 11:49-51, 24:27; John 10:34-35; Acts 20:32; Romans 15:4)

2. The Trinity

We believe that there is but one living and true God, an infinite, all-knowing being, perfect in all his attributes, one in essence, eternally existing in three Persons — the Father, Son, and Holy Spirit – each equally deserving worship and obedience. (Deuteronomy 6:4; Isaiah 45:21-22; 2 Corinthians 13:14; Ephesians 1:17, 2:18; John 14:26; Acts 2:33; Mark 1:10-11; Matthew 3:16-17, 28:19; John 14:24; 1 Peter 1:1-2)

3. God the Father

We believe in God the Father, an infinite, personal spirit, perfect in holiness, wisdom, power, and love. We believe that he, in keeping with his justice, possesses righteous anger toward all the wicked. Yet, in accordance with his steadfast love, he concerns himself mercifully in the affairs of men. He hears and answers our prayers, and he willfully and joyfully saves from sin and death all who come to him through faith in Jesus Christ. (1 John 3:1; Matthew 6:8-9, 32; 1 Corinthians 8:6; 2 Corinthians 1:3,4; James 1:17; John 4:23, 5:21,46, 6:44, 14:2; Acts 1:6-7)

4. Jesus Christ

We believe that Jesus Christ is the only begotten Son of God, and that as such, he possesses precisely the same nature, divine characteristics, and perfection as God the Father and God the Holy Spirit. We believe that he is not only fully God but also fully man, conceived by the Holy Spirit, and born of a virgin. We also believe in his sinless life, his substitutionary atonement, his bodily resurrection from the dead, his ascension into heaven, his priestly intercession on behalf of his people, and his personal and visible return from heaven which the Church eagerly awaits. (Luke 1:35, John 1:1, 2, 14, 3:16, 14:6, Romans 3:24-26, Isaiah 53:5, 1 Peter 1:3-5, 2:24, 2 Corinthians 5:21, Acts 1:9-11, Romans 8:34, Hebrews 7:25, 9:24)

5. The Holy Spirit

We believe the Holy Spirit is a person and is fully God. As the supernatural and sovereign agent in regeneration, the Holy Spirit baptizes all believers into the Body of Christ at the moment of salvation. The Holy Spirit also indwells, sanctifies, instructs, empowers for service, and seals all believers unto the day of redemption. (Genesis 1:2; Psalm 139:7; John 15:26, 16:7-11, 13-14; Romans 8:9-16; 2 Corinthians 3:6; Ephesians 1:13-14, 2:22, Acts 1:8)

6. Regeneration

We believe that every person is a sinner by nature and by choice and is, therefore, under condemnation. We believe that those who repent of their sins and trust in Jesus Christ as Savior have been regenerated by the Holy Spirit and empowered to live a new life. We believe that the salvation of man, who is sinful and lost, is instantaneous and accomplished solely by the power of the Holy Spirit through the instrumentality of the Word of God when the repentant sinner — enabled by the Holy Spirit — responds in faith. This salvation is wholly of God by grace on the basis of the redeeming work of Jesus Christ, the merit of his shed blood and perfect obedience, and not on the basis of human merit or works. (Titus

3:3-7; Romans 6:5- 11, 10:9; 2 Corinthians 3:18, 5:17; Colossians 3:9-11; John 1:12-13, 3:5-8; Ephesians 4:20-24)

7. The Church

We believe that all who put their faith in Jesus Christ are immediately placed by the Holy Spirit into one united spiritual body, the Church, of which Christ is the head. The purpose of the Church is to glorify God by building its Members up in the faith, by instruction of the word, by fellowship, by keeping the ordinances, and by advancing and communicating the gospel to the entire world. We believe in the local Church consisting of a company of believers in Jesus Christ, baptized on a credible profession of faith and associated for worship, discipleship, ministry, fellowship, communion and evangelism. (1 Corinthians 1:2, 3:9, 16, 5:4-7, 10:16-17, 12:14- 27; 1 Timothy 3:15; 1 Peter 2:9, 5:1-4; Ephesians 3:10, 4:4-6, 5:23-32; Matthew 28:18-20; Acts 20:28; Hebrews 10:24-25)

8. The Last Things

We believe in Jesus' visible and glorious return to judge the living and the dead. This will be accompanied by the bodily resurrection of both the saved and the unsaved; the saved unto the resurrection of life and the unsaved unto the resurrection of damnation. (Job 19:25-26; Daniel 12:2; Zechariah 14:4-11; John 5:29, 11:24; Acts 24:14-15; 1 Corinthians 15:42-44; 1 Thessalonians 1:10, 4:13-18, 5:9; Revelation 3:10, 19:11-16, 20:1-6)

9. Marriage and Sexuality

We believe that the term, "marriage" has only one valid meaning and that is a covenantal union sanctioned by God which joins one biological man and one biological woman in a single, exclusive union, as delineated in Scripture. (Genesis 2:18-24; Deuteronomy 24:1-4; Matthew 19:4-6; Mark 10:6-9; 1 Corinthians 7:1-16, 39)

We believe that God intends marriage between a biological man and a biological woman to be the only context for sexual intercourse to occur. We believe that any form of sexual immorality, such as adultery, fornication, homosexuality, bisexual conduct, bestiality, incest, pornography or any attempt to change one's sex, or disagreement with one's biological sex, is sinful and offensive to God in any context. (Proverbs 5:15-19; Hebrews 13:4; Matthew 5:27-30; Ephesians 5:3; Galatians 5:19; 1 Corinthians 6:9, 18-20; 1 Thessalonians 4:3-5)

We believe that in order to preserve the function and integrity of the Church as the local Body of Christ, and to provide a biblical role model to the Church Members and the community, it is imperative that all persons employed by the Church in any capacity, or who serve as volunteers, should abide by and agree to this Statement on Marriage and Sexuality and conduct themselves accordingly. (Ephesians 5:23-32, Titus 2:3-5; 1 Peter 3:1-7; Hebrews 13:7)

We believe that God offers redemption and restoration to all who confess and forsake their sin, seeking his mercy and forgiveness through Jesus Christ.

10. Biblical Authority

We believe the Bible itself, as the inspired and infallible Word of God, speaks with final authority concerning truth, morality, and the proper conduct of mankind. In matters of secondary and tertiary Church doctrine and practice, the Elders of Covenant Bible Church are the final interpretive authority on the Bible's meaning and application. In matters of primary doctrine, such as our Church's General Statement of Faith and Membership Covenant, the Members of Covenant Bible Church are the final interpretive authority on the Bible's meaning and application. (Isaiah 8:20; 1 Thessalonians 2:13; 2 Timothy 3:16-17; Jude 1:3; 1 Timothy 4:12-16; Titus 1:9; Isaiah 55:11)

Article IV Ordinances

Baptism in Water

The ordinance of baptism by burial with Christ should be observed (as commanded in the Scriptures) by all that have repented of their sins and in their hearts have believed on Christ as their Savior and Lord. In doing so, they declare to the world that they have died with Christ and that they have also been released to walk with Him in newness of life (Matt. 28:19; Rom. 6:4).

The Lord's Supper (Communion)

The Lord's Supper, consisting of the elements, bread and fruit of the vine, is the symbol expressing our sharing in a memorial to His suffering and death, and a prophecy of His second coming, and is enjoined to all believers "until He comes" (John 6:48,51,53-57; Luke 22:19,20; 2 Pet. 1:4; 1 Cor. 11:25).

Article V Membership

This organization shall have a limited voting membership. The Board of Directors may create a membership program that further details the requirements of membership.

Section 1 Membership Process

Prerequisites for being eligible for membership are: The individual must give evidence of his faith in the Lord Jesus Christ, voluntarily subscribe to Covenant Bible Church's Statement of Faith, read and agree to be governed by the Bylaws of this church, have been water baptized, agree to attend a membership seminar, agree to strive to conduct himself in accordance with Biblical practices.

This church is a fellowship of believers participating in the labors of the Holy Spirit in this community. An individual seeking to become a member of this church must sign a Membership Covenant, signifying that they wish to become a member.

The Elders will then vote whether or not the applicant will be accepted into Membership and present all applicants who are accepted into Membership to the congregation in a manner/time which the Elders deem to be appropriate.

Section 2 Termination of Membership

The Board of Directors reserves the right to release any member who wishes to resign their membership at the church and remove any member which is deemed to be harming the flock or to be in purpose and willful contention with the church. Reasons for release include:

- A. Voluntary withdrawal from membership
- B. Deceased
- C. A. Propagation of doctrines and practices contrary to the Statement of Faith (Romans 16:17,18; Galatians 1:8,9; Titus 3:9-11; II Thessalonians 3:6).
- D. B. Living in sin or in a manner which is inconsistent with Biblical standards of holiness (I Corinthians 5:11; Galatians 5:19-21; Hebrews 12:14).

The corporate membership shall be authorized to revise the membership roll of the corporation as needed.

Any person who may have been terminated as a church member shall be notified of this action in writing.

The corporate membership may restore to membership any person previously excluded, upon request of the excluded person, and upon evidence of the excluded person's repentance and reformation. This should be done in the Spirit of forgiveness and love (II Corinthians 2:6-8).

Section 3 Voting Rights

This is a limited voting membership church. Each corporate member shall be entitled to one vote as a member of this church on approved issues. Voting in this corporation is limited to those individuals that have been fully accepted into membership and whose status as a corporate member is active.

The only issues that members are permitted to vote on are as follows:

1. Appointment of Senior Pastor/President; Prospective candidates for Senior Pastor/President shall be presented to the membership at a membership meeting and may only be approved as Senior Pastor/President by a three-fourths majority vote of the corporate membership present at any corporate meeting.
2. Removal of Senior Pastor/President; In the case that the removal of the Senior Pastor/President is being considered, the Senior Pastor/President shall be presented to the membership at a membership meeting. The Corporate members shall make an investigation of accusations against him and make a determination as to whether the Senior Pastor/President has committed any of the following accusations which are grounds for dismissal:
 - a. Adultery

- b. Embezzlement
- c. Compulsive Lying
- d. Sexual Impurity
- e. Conviction of a felony that is a violation of Scripture
- f. Publicly teaching of heresy
- g. The Senior Pastor/President not acting in the best interest of the church

The Senior Pastor/ President may only be removed by a three-fourths majority vote of the corporate membership present at any corporate meeting.

5. Appointment of Elders; Prospective candidates for Elders shall be presented to the membership at a membership meeting and may only be approved as Elders by a three-fourths majority vote of the corporate membership present at any corporate meeting.
6. Removal of Elders; In the case that the removal of an Elder is being considered, the Elder shall be presented to the membership at a membership meeting and may only be removed by a three-fourths majority vote of the corporate membership present at any corporate meeting.
7. Appointment of Deacons; Prospective candidates for Deacons shall be presented to the membership at a membership meeting and may only be approved as Deacons by a three-fourths majority vote of the corporate membership present at any corporate meeting.
8. Removal of Deacons; In the case that the removal of a Deacon is being considered, the Deacon shall be presented to the membership at a membership meeting and may only be removed by a three-fourths majority vote of the corporate membership present at any corporate meeting.
9. Amendment of these Bylaws; No amendment to these bylaws may be made without corporate member approval. Proposals to amend the bylaws shall be presented to the membership at a membership meeting and may only be approved by a simple majority vote of the corporate membership present at any corporate meeting.
10. Approval of the Annual Budget; The proposed annual budget shall be presented to the membership in a corporate members meeting in order to establish the budget for the following corporation year meeting and may only be approved by a simple majority vote of the corporate membership present at any corporate meeting.

All other governing and financial decisions shall be made and carried out by the Board of Directors.

Article VI Government

Section 1 Board of Directors

1. There shall be a Senior Pastor/President.
2. There may be a Vice President.
3. There shall be a Secretary.
4. There shall be a Treasurer.
5. Other individuals may be added as needed.

Section 2 Official Board of Directors and Voting Power

1. The Board of Directors is that group of persons vested with the management of the business and affairs of the corporation.
2. The official Board of Directors shall consist of individuals listed above and those added by official action of the Board of Directors.
3. The majority of the Board of Directors shall serve without remuneration. The majority shall also not be comprised of one group whose members are related by blood, business or marriage.
4. The Senior Pastor/President shall be chairman of the Board of Directors.
5. Each member of the Board of Directors shall have equal voting power among all of the other members.
6. A decision by the Board of Directors is considered valid with a simple majority vote, including the approval of the Senior Pastor/President, unless otherwise specified in the Bylaws.
7. The Board of Directors shall adopt a Conflict of Interest Policy to prevent voting by disqualified individuals, as defined in IRC Section 4958(f)(1). All members who are disqualified with respect to a decision shall recuse themselves from the vote.
8. The Board of Directors shall be authorized to create any additional committees as may be deemed necessary for the management corporation.
9. The Senior Pastor/President shall be an ex officio member of every committee and can at his discretion be the chair of such committee at the time of its creation.

Section 3 Succession

The Senior Pastor/President may nominate a successor at any time. The nominee shall be confirmed by a three-fourths majority vote of the corporate membership, after the

nomination is made. This person will assume the role of the Senior Pastor/President if the Senior Pastor/President retires, passes away unexpectedly or is otherwise incapacitated.

No Successor Appointed

Should the Senior Pastor/President fail to appoint a successor, the Board of Directors shall nominate a candidate by a simple majority of the Board of Directors. The nominee shall be confirmed by a three-fourths majority vote of the corporate membership, after the nomination is made. This person will assume the role of the Senior Pastor/President.

Section 4 Removal From the Board of Directors

Any Board of Directors member may be removed from office with or without cause by a simple majority vote of the Board of Directors including the Senior Pastor/President's approval.

The following reasons are considered just cause for Board of Directors member removal by the Board of Directors:

1. In absentia at three consecutive Board of Directors meetings;
2. Violation of the mutual interest clause of Article XI;
3. Not acting in the best interests of the organization;
4. Willful nondisclosure of a conflict of interest as interpreted by a majority of the Board of Directors.

Section 5 Vacancies

In the event of a Director vacancy, whether due to resignation or removal, the Board of Directors shall be given a reasonable amount of time to nominate an individual he deems qualified in accordance with these Bylaws. The nomination must be approved by a simple majority vote of the Board of Directors.

Section 6 Resignation

Any Director may resign at any time by giving written notice to the Board of Directors. Such resignation shall take effect on the date of the receipt of such notice and, acceptance of such resignation shall not be necessary to make it effective.

Article VII Official Functions

The officers listed below are ultimately responsible to oversee that all listed duties are properly executed. The actual carrying out of necessary actions may be accomplished by any individual whom the Board of Directors sees fit.

Section 1 Senior Pastor/President Qualifications

The Senior Pastor/President shall have wisdom in handling the corporation's affairs. He shall be of sound doctrine and good judgment.

Duties

The Senior Pastor/President shall be the leader of the church as provided by the Holy Scriptures.

The Senior Pastor/President shall be chairman of the official Board of Directors and preside over all corporation meetings.

The Senior Pastor/President shall hold the Ecclesiastical Authority and be responsible for the day-to-day decisions.

Manner of Appointment

The Senior Pastor/President shall be appointed by a three-fourths majority vote of the corporate membership.

Removal

Removal of the Senior Pastor/President is subject to the provisions of Article V.

Section 2 Vice President Qualifications

The Vice President shall have wisdom in handling the corporation's affairs. He shall be of sound doctrine and good judgment.

Duties

He will serve as chief advisor to the Senior Pastor/President.

He shall carry out the responsibilities that the Senior Pastor/President delegates to him.

Manner of Appointment

The Vice President shall be nominated by any member of the Board of Directors and appointed by a simple majority vote of the Board of Directors.

Term of Office

The term of office of the Vice President shall be reviewed every year. The number of consecutive terms that he may serve is unlimited. He is subject to removal at any time in accordance with Article VI.

Section 3 Secretary Qualifications

The Secretary shall be a spiritually minded person and of sound judgment. He must be administratively minded with the ability to multi-task.

Duties

By virtue of his office, the Secretary shall keep a true and accurate record of all meetings, including business meetings of the corporation. He shall perform clerical duties, and shall be the custodian of all legal documents.

Manner of Appointment

The Secretary shall be nominated by any member of the Board of Directors and appointed by a simple majority vote of the Board of Directors.

Term of Office

The term of office of the Secretary shall be reviewed every year. The number of consecutive terms that he may serve is unlimited. He is subject to removal at any time in accordance with Article VI.

Section 4 Treasurer Qualifications

The Treasurer shall be a spiritually minded person, and of sound business judgment. He shall be capable of doing the accounting required to maintain the corporation books.

Duties

By virtue of his office, the Treasurer shall keep, in a business-like manner, an itemized account of all receipts and disbursements of moneys committed to his trust and shall make reports to be presented during the official Board of Directors meetings. He shall deposit and make withdrawals in a manner prescribed in Article XVIII.

Manner of Appointment

The Treasurer shall be nominated by any member of the Board of Directors and appointed by a simple majority vote of the Board of Directors.

Term of Office

The term of office of the Treasurer shall be reviewed every year. The number of consecutive terms that he may serve is unlimited. He is subject to removal at any time in accordance with Article VI.

Section 5 Directors Qualifications

Directors shall be spiritually minded persons, and of sound business judgment.

Duties

By virtue of their office, Directors shall carry out the responsibilities that the Senior Pastor/President or Board of Directors delegate to them.

Manner of Appointment

Directors shall be nominated by any member of the Board of Directors and appointed by a simple majority vote of the Board of Directors.

Term of Office

The term of office of the Directors shall be reviewed every year. The number of consecutive terms that a Director may serve is unlimited. Directors are subject to removal at any time in accordance with Article VI.

Article Viii Meetings

Section 1 Church Services

In any established place of worship the appointed Pastor will be responsible for regular church services.

Section 2 Corporation Meetings

The corporation year shall coincide with the calendar year beginning on January 1st, and running through December 31st.

Proper notice of ten days shall be given to all Directors prior to any Corporation Meeting.

The Senior Pastor/President will call the official Board of Directors meeting to discuss the direction of the corporation. The Senior Pastor/President shall set dates and times for Board of Directors meetings. The Board of Directors may have invited guests present at any meeting so long as the Senior Pastor/President has approved it.

The Secretary shall keep an accurate account of the minutes that were discussed at any Board of Directors meeting. He then has to submit them at the next Board of Directors meeting for discussion by the official Board of Directors and approval by the Senior Pastor/President. Upon approval by the majority of the Board of Directors, the minutes shall be adopted, and all policy and procedure in them will continue to be enforced.

Section 3 Corporate Membership Meetings

Proper notice of ten days shall be given to all members prior to any Corporate Membership Meeting.

This is a limited voting membership church. Each corporate member shall be entitled to one vote as a member of this church on approved issues. Voting in this corporation is limited to those individuals that have been fully accepted into membership and whose status as a corporate member is active.

Binding decisions made by this corporation shall be by the corporate membership present at any corporate meeting.

Section 4 Waiver of Notice

Attendance of a Director at any meeting of the Board of Directors will constitute a waiver of notice of such meeting except where such Director attends a meeting for the express purpose of objecting, at the beginning of the meeting, to the transaction of any business because the meeting is not lawfully called or convened.

Section 5 Meetings by Remote Communications Technology

Subject to the notice provision aforementioned in this Article, the Directors may also hold meetings by means of a remote electronic communications system, including video or telephone conferencing technology or the Internet, or any combination, only if each person entitled to participate in the meeting consents to the meeting being held by means of that system, and the system provides access to the meeting in a manner or using a method by which each person participating in the meeting can communicate concurrently with each other participant. Participation in such a meeting shall constitute presence in person at such meeting, except participation for the express purpose of objecting to the transaction of any business on the ground that the meeting is not lawfully called or convened.

Section 6 Action by Unanimous Written Consent Without Meeting

Any action required or permitted to be taken by the Board of Directors under any provision of law may be taken without a meeting, if all members of the Board of Directors shall individually or collectively consent in writing to such action. Such written consent or consents shall be filed with the minutes of the proceedings of the Board of Directors. Such action by written consent shall have the same force and effect as the unanimous vote of the Directors. Any certificate or other document filed under any provision of law which relates to action so taken shall state that the action was taken by unanimous written consent of the Board of Directors without a meeting and that the Bylaws of this corporation authorize the Directors to so act and such statement shall be prima facie evidence of such authority.

Article IX Quorum

A simple majority of the Board of Directors members (including the Senior Pastor/President) at an official Board of Directors meeting constitutes a quorum.

A simple majority of the corporate membership (including the Senior Pastor/President) at an official corporate membership meeting constitutes a quorum.

Article X Ecclesiastical Authority

This church is theocratic in government. In any growing congregation, there will be people at all stages of spiritual growth and maturity. For that reason, it is not proper to submit the affairs of the church to a democratic vote, for the purpose of the church is not to do the will of the majority, but the will of God.

Any disputes that arise over the interpretation of these Bylaws, doctrine, or matters of faith, shall be deferred to the highest ecclesiastical authority of this church. In this case it would be the Senior Pastor/President, with the advice of the Board of Directors.

In *Watson v. Jones*, the court ruled that: "Whenever the questions of discipline, or of faith, of ecclesiastical rule, custom, or law have been decided by the highest church judicatory to which the matter has been carried, the legal tribunals must accept such decisions as final, and as binding on them . . ."

Article XI Mutual Interest

The behavior of anyone in fellowship with this church is of common interest to the Board of Directors and congregation. (Gal. 6:1) This church requires every member of the Board of Directors and every congregant to adhere to a Lifestyle that is consistent with the doctrines of this church as taught in the Holy Scriptures. Therefore, this church reserves the right to refuse service to any individual that is not submitting their Lifestyle to this Scriptural mode of conduct. This refusal would include services, benefits and any use of church assets.

Article XII Prohibited Activities

This church is prohibited from engaging in activities which violate its written doctrines. This church is also prohibited from condoning, promoting or allowing any of its assets to be used for activities that violate its written doctrines.

Article XIII Founder's Vision

In establishing effective leadership within church, the vision of the founding Senior Pastor/President will be represented and carried out. It is the responsibility of the founding Senior Pastor/President to clearly articulate to the Board of Directors and the members of the congregation the vision and mission of the church. In the event of retirement, passing, removal, or incapacity of the Founding Senior Pastor/President, his successor shall carry on the vision and mission for the life of the Church.

Article XIV Ministry of Helps

To help ensure the protection, security and safety of congregants, guest and volunteers during church functions, this church recognizes the Ministry of Helps. The Board of Directors may establish teams and committees who are trained in the policy and procedures of the church to carry out this ministry.

Article XV Review of Church Records

Section 1 Requests Made by Congregant

To ensure the trust of the congregants and to also ensure that a public interest is being served, church records and basic financial information may be available for congregational inspection and review. At no time may information be supplied that would violate Section 4 of this Article or Article XVII. Any questions by any congregant shall be addressed to the treasurer either in writing or by scheduled appointment.

Section 2 Required Provisions of the Request

The request must state the name of the individual, the reason for the request and that the information shall in no way be made public or shared with any other congregant in a way that will jeopardize the church.

Section 3 Required Fee

This corporation may require a reasonable per page fee for any copies that are required in order to accommodate approved records requests.

Section 4 Confidentiality

In order to keep the records of the church confidential, records shall not be released to any outside agency, person or entity unless due process has been served and a certified subpoena has been personally delivered. This includes the IRS, except under the provisions of Section 7611 which shall be limited only to information deemed to be relevant to the inquiry being made. At all times the IRS will be expected to comply with all of the provisions of Section 7611.

Section 5 Denying a Request

The Board of Directors reserves the right to deny such a request for any of the following reasons:

1. The request is considered by the Board of Directors and deemed to be frivolous;
2. The individual making the request has a history of being divisive;
3. The individual does not adequately provide the required information on the request as stated in this Article;
4. The person making a request is not a regular attendee or tither.

Article XVI Privacy

This church shall diligently watch to keep private all records concerning polity, doctrine, counseling and information on individuals in fellowship with this church. This church must

not disclose any records that may compromise information about a congregant's attendance, status, giving and counseling records.

Article XVII Order

For the purpose of conducting business, the Senior Pastor/President shall, in an orderly manner, preside over all of the affairs of the corporation.

Article XVIII Finances

Section 1 Audit

The Treasurer and or other Board of Directors appointed person shall complete an internal audit. This audit of all financial records shall be made after the close of the calendar year, prior to the end of February.

Section 2 Checks, Payments and Withdrawals

The Board of Directors of Covenant Bible Church shall adopt a Corporate Expenditures Policy detailing the procedure for properly executing checks, payments and withdrawals.

Section 3 Salaries

All salaries shall be determined in the following manner:

The Board of Directors shall consider each candidate, create a compensation package and vote on the package.

Only uncompensated individuals of the Board of Directors shall vote on any recommended compensation package.

All salaries shall be reviewed each year during the last meeting of the calendar year.

Article XIX Property Rights

All property, real or chattel, shall be taken, held, sold, transferred or conveyed in the corporation's name.

No real or chattel property of the corporation shall be sold, leased, mortgaged, or otherwise alienated without authorization of the Senior Pastor/President.

The Senior Pastor/President of the corporation shall certify in such conveyances, leases, or mortgages.

Article XX Dissolution

In the event that the corporation ceases to exist, all assets of this church shall, at the discretion of the Board of Directors be distributed for one or more exempt purposes within the meaning of section 501(c)(3) of the Internal Revenue Code, or corresponding section of

any future federal tax code, or shall be distributed to the federal government, or to a state or local government, for a public purpose. Any such assets not disposed of shall be disposed of by a court of competent jurisdiction in the county in which the principal office of the church is then located, exclusively for such purposes or to such church or church, as said Court shall determine, which are organized and operated exclusively for such purposes.

Article XXI Other Ministers of the Gospel

The Senior Pastor/President of this ministry shall by virtue of his office automatically be recognized as an ordained minister.

Elders and Deacons of this ministry shall by virtue of their office automatically be recognized as ordained ministers.

Section 1 Classes of Ministers

This ministry shall have a set number of classes of ministers, as set forth below. Each class of minister will have distinct rights and privileges; they are listed below:

Commissioned Minister:

This recognition is automatically given to all believers in fellowship with this ministry. Individuals in this category may include, but are not limited to: teachers, worship leaders, instructors, hospital and jail visitation, ministerial assistance, and lay persons.

Minister's Apprentice:

This recognition is given by the Senior Pastor/President of this ministry. This recognition is for those who are starting out in the ministry, but need extensive training. They are to work closely with a licensed or ordained minister.

Licensed Minister:

This recognition is given by the Senior Pastor/President along with a simple majority vote by the Board of Directors of this ministry. This recognition is for those who are somewhat seasoned in the ministry, but need further experience. Many of these are individuals that have been working in their chosen vocation, but for some reason or another have never entered full-time ministry, or have only been in full-time ministry for a short period of time. Such persons are authorized to perform the following religious functions:

1. Conduct religious worship
2. Religious instruction
3. Administer communion
4. Provide spiritual counseling
5. Serve on the Board of Directors of a church

6. And other sacerdotal functions including
 - A. Conduct baby dedication ceremonies
 - B. Perform baptisms
 - C. Perform weddings
 - D. Conduct funerals
 - E. Visit the sick and shut-in

However, this person is not in charge of a congregation. Limited authority is granted to run the affairs of the ministry.

Ordained Pastor/ Minister:

This recognition is given by the corporate membership to those persons who have an "established" or "proven" ministry. Ordained ministers are authorized to perform all functions of the Christian ministry and religious functions, and must be capable of doing so. Ordained ministers are authorized to perform all religious functions:

1. Conduct religious worship
2. Religious instruction
3. Administer communion
4. Provide spiritual counseling
5. Serve on the Board of Directors of a church
6. Ministry administration
7. And other sacerdotal functions including
 - A. Conduct baby dedication ceremonies
 - B. Perform baptisms
 - C. Perform weddings
 - D. Conduct funerals
 - E. Visit the sick and shut-in

He must be capable, as determined by the corporate membership, to take charge of a congregation.

Section 2 Senior Pastor/President's Authority

The Senior Pastor/President of this ministry shall have ecclesiastical authority to decide who, how or if a person will be licensed by this ministry to hold the classes mentioned above.

Section 3 Congregation/Member's Authority

The corporate membership of this ministry shall have ecclesiastical authority to decide who, how or if a person will be licensed by this ministry to hold the class of Ordained Pastor/Minister.

Article XXII Indemnification

This church shall, to the extent legally permissible, indemnify each person who may serve or who has served at any time as an officer, director, or employee of the church against all expenses and liabilities, including, without limitation, counsel fees, judgments, fines, excise taxes, penalties and settlement payments, reasonably incurred by or imposed upon such person in connection with any threatened, pending or completed action, suit or proceeding in which he or she may become involved by reason of his or her service in such capacity; provided that no indemnification shall be provided for any such person with respect to any matter as to which he or she shall have been finally adjudicated in any proceeding not to have acted in good faith in the reasonable belief that such action was in the best interests of the corporation; and further provided that any compromise or settlement payment shall be approved by a majority vote of a quorum of directors who are not at that time parties to the proceeding.

Article XXIII Considerations

Anything that has not been discussed in these Bylaws shall be discussed and decided upon at an official Board of Directors meeting.

Article XXIV Amendments

Amendments to the Bylaws may be made by a simple majority vote of the corporate membership.

These Bylaws adopted on this day, October 21, 2020, make null and void all prior addenda, and these Bylaws supersede and replace all previous Bylaws voted on prior to this day.