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**BY-LAWS**

**OF**

**NEW SARDIS MISSIONARY BAPTIST CHURCH**

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**MISSION STATEMENT:**

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**Article I. Name:**

The name of the Corporation shall be New Sardis Missionary Baptist Church and it shall be known also as New Sardis and herein referred to as such.

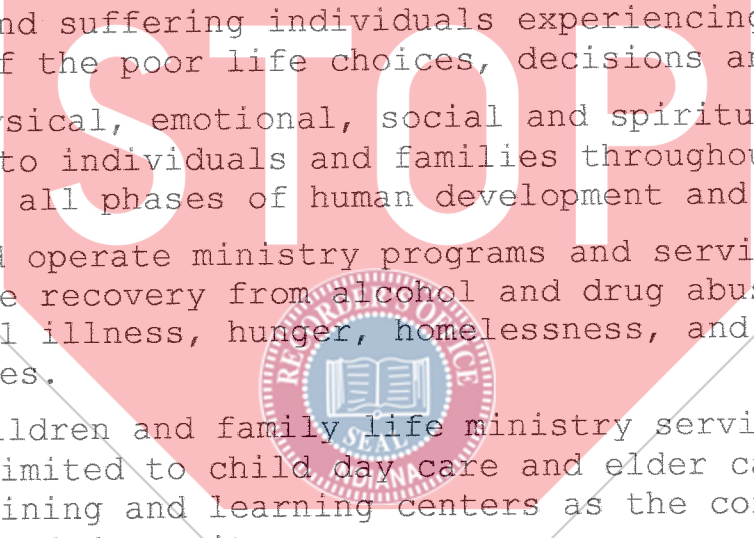
**Article II. Purpose:**

The purpose of New Sardis Missionary Baptist Church shall be subject to the provisions of its Article of Incorporation and shall serve as a church, religious, charitable and social ministries to improve the quality of life, without regard to race, creed, religious, ethnicity, age or gender.

STATE OF INDIANA  
LAKE COUNTY  
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RECORDER  
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- GOALS:**
- To provide church ministries to reach the lost and unsaved.
  - To provide a continuum of outreach ministry to serve to the hurting and suffering individuals experiencing the adverse effects of the poor life choices, decisions and values.
  - To provide physical, emotional, social and spiritual support ministry to individuals and families throughout the life cycle and all phases of human development and growth.
  - To develop and operate ministry programs and services to facilitate recovery from alcohol and drug abuse, emotional and mental illness, hunger, homelessness, and anti-poverty initiatives.
  - To develop children and family life ministry services, including but not limited to child day care and elder care, adult and youth training and learning centers as the corporation develops and deems it necessary.
  - To advocate and serve in community leadership for the community wholeness and well-being.
  - To network and cooperate with other churches, institutions and organizations whose interest align with New Sardis.

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**Article III. Principle Officer:**

**Section 1: Name of the Principle Officer**

Pastor Allen A. Robinson shall be the Principal Officer, President, Chief Incorporator and Chairman of the Board also known as President, and Chief Executive Officer (CEO).

**Section 2. Tenure of Principle Officer**

Pastor Allen A. Robinson shall remain the Principle Officer, President and Chief Executive Officer of New Sardis Missionary Baptist Church for an indefinite period.

**Section 3. Duties and Powers of the Principle Officer, President and CEO of New Sardis Missionary Baptist Church**

Pastor Allen A. Robinson shall have legal authority and full power to manage and operate the corporation. His powers shall include, but are not limited to: Development and administrations of operating budget; Entering into contractual agreements with individuals and organizations;

Determining fee scale for services rendered; Hiring, setting compensations, evaluating, supervising and releasing employees should there be any others, as deems necessary to the Church Corporation;

Determine policy and guide direction on all matters pertaining Mission, Leadership, administration, growth and development of the church cooperation;

Develop and deliver ministries, services and programs in conduction to congregation, board of trustee and staff advisors, individually and collectively, as deemed necessary to the church cooperation;

Assume compliance with regulatory entities, contracts, and policies of the church corporation.

**Section 4. Vacancy in Principle Office**

In the event of death or permanent incapacity of Pastor Allen A. Robinson, a Pulpit Committee (consisting of seven members) shall be established out of the general congregation (faithful in tithes and attendance), working along-side of the board of trustees and shall serve until such time as the congregation votes to name a successor as pastor.

**Article IV. Employment:**

Section 1. Pastor, President and CEO, Allen A. Robinson shall be employed by New Sardis Missionary Baptist Church as Pastor, President and Chief Executive Officer with the Church maintaining all living expenses and needs that are deemed necessary.

Section 2. **Duties/Responsibilities and Authority**

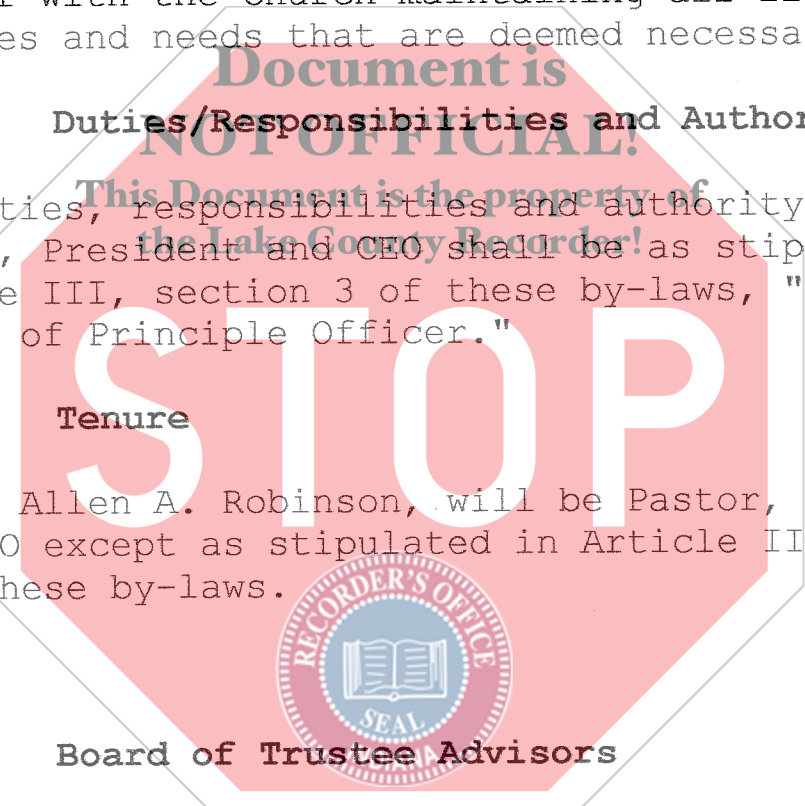
All duties, responsibilities and authority of the Pastor, President and CEO shall be as stipulated in Article III, section 3 of these by-laws, "Duties and Powers of Principle Officer."

Section 3. **Tenure**

Pastor Allen A. Robinson, will be Pastor, President and CEO except as stipulated in Article III, section 4 of these by-laws.

**Article V. Board of Trustee Advisors**

Section 1. The Board of Trustee Advisors shall be comprised of the President, Principle Officer, serving as Chairman of the Board and two (2) at-large trustee advisors,



appointed by the President, Chief Executive Officer.

**Section 2. Duties of the Board of Trustees Advisors**

The Board of Trustee Advisors shall review the church corporation budgets expenditures and financial reports.

**Section 3. Meetings**

The Board of Trustee Advisors will meet quarterly, or as deemed necessary by the Pastor, and shall be required to attend 75% of scheduled meetings.

**Section 4. Removal**

Any Board of Trustee Advisor may be removed by the Principle Officer except the Principle Officer, Chief Executive Officer, President as provided in Article III, section 2.

**Article VI. Confidentiality, Integrity and Ethical Service**

**Section 1.** All measures shall be taken to provide services with assurance of greatest confidentiality, integrity and ethical considerations in accordance to governing regulations, professional standard and practices.

**Section 2.** Notwithstanding any other provision of these Articles, New Sardis Missionary Baptist Church shall carry on any other activities not permitted to be carried on, (b) by 501 (c) (3) of the Internal Revenue Code or, (b) by a corporation/organization, contributions to which are deductible under Section 170 (c) (3) purposes. No substantial part of

the activities of New Sardis Missionary Baptist Church shall carry on of propaganda, or otherwise attempting to influence legislation, and the organization shall not participate in, or intervene in, (including the publishing or distribution of statements) any political campaign on behalf of, or in opposition to, any candidate for public office.

Authorized powers of New Sardis Missionary Baptist Church shall be appointed to receive and maintain a fund or funds of real or personal property as provided by the conditions of the Articles of Incorporation. The laws governing the statute of Indiana and federal regulations.

Section 3. **Fiscal Responsibility**

It shall be the responsibility of New Sardis Missionary Baptist Church's Principle Officer to set policies and protocols necessary to finance the work, mission, and ministry of the Church Corporation. New Sardis shall hold title to all property within its jurisdiction with complete authority (or disposal of property).

Section 4. **Deposit Of Funds**

All monies, contributions and donations for New Sardis Missionary Baptist Church corporation shall be deposited in to bank/ credit union account promptly.

Section 5. **Checks, Drafts, Notes and Contracts**

All checks, drafts or other evidence of indebtedness, all contracts or other



documents, and instruments that are issued in the name of New Sardis Missionary Baptist Church must be signed by the Pastor, Principle Officer, President, and/or Chief Executive Officer.

#### **Article VII. Fiscal Year**

The fiscal year of the corporation shall be November 1st to October 31st, XXXX of each year.

#### **Article VIII. Annual Audit**

The financial books and records of New Sardis Missionary Baptist Church shall be audited each year by a certified public accountant; certified and regulated by state and federal laws of governance for assurance of sound management practices and compliances.

#### **Article IX. Revision Of By-Laws**

The laws may be altered, amended, revised, or repealed, and new By-Laws may be adopted at a meeting of the congregation and/or Church corporation Board of Trustee Advisors. Written notice must be sent to concern parties within ten (10) days of the scheduled meeting in which revision of By-Laws is to be considered.

**Article X. Annual Meeting**

New Sardis Missionary Baptist Church shall conduct an annual meeting when the Pastor, President, CEO shall provide an annual report and summary of the church corporation business and future projections to congregation/church corporation.

**Article XI. Indemnification**

New Sardis Missionary Baptist Church shall to the fullest extent now and hereafter indemnify any person made or threatened to be made a party to any action suit or proceeding by reason of the fact that he or she or person of whom he or she is a legal or personal representative or heir or legatee is or was an officer. New Sardis, or any other organization served by him or her in any capacity at the request of New Sardis against judgments, fines, amounts paid in settlements and reasonable expenses, including legal fees.

**Article XII. Dissolution Of The Corporation**

New Sardis Missionary Baptist Church may dissolve its affairs in the following manner: upon dissolution of New Sardis Missionary Baptist Church, the corporation shall cease to conduct its affairs except insofar as may be necessary for the dissolution thereof, shall immediately cause notice of dissolution to be mailed to each known creditor of and claimant against the

corporation; and thereafter all outstanding debts have been paid; all property both real and personal shall be distributed according to the Articles of Incorporation for dissolution of Non-Profits Organizations. Assets shall 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 a state or local government, for a public purpose.

