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**BY-LAWS
OF
NEW SARDIS MISSIONARY BAPTIST CHURCH**

MISSION STATEMENT:

Article I. Name:

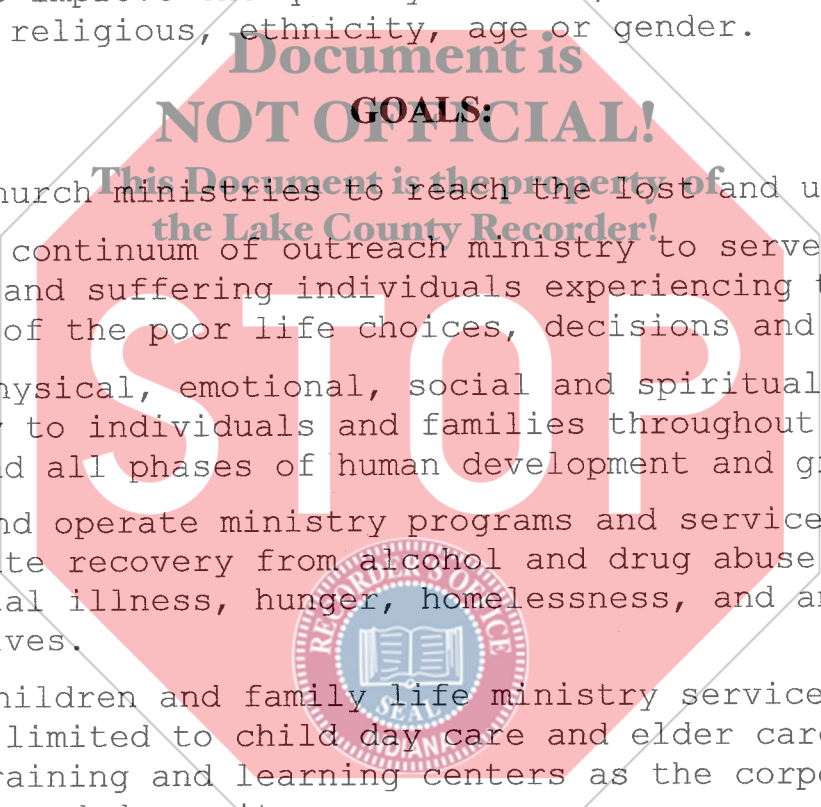
The name of the Corporation shall be New Sardis Missionary Baptist Church and it shall be known also as New Sardis and herein referred to as such.

Article II. Purpose:

The purpose of New Sardis Missionary Baptist Church shall 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.

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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RECORDER

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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, Ex Officio (also known as Chairman of the Board).

Section 2. Tenure of Principle Officer

The Pastor shall remain the Principle Officer, and President of New Sardis Missionary Baptist Church for an indefinite period.

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

The Pastor 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 corporation;

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 The Pastor, 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 trustee advisors and shall serve until such time as the congregation votes to name a successor as Pastor.

Article IV. Employment:

Section 1. Pastor and President shall be employed by New Sardis Missionary Baptist Church as Pastor and President with the Church maintaining all living expenses and needs that are deemed necessary.

Section 2. Duties/Responsibilities and Authority

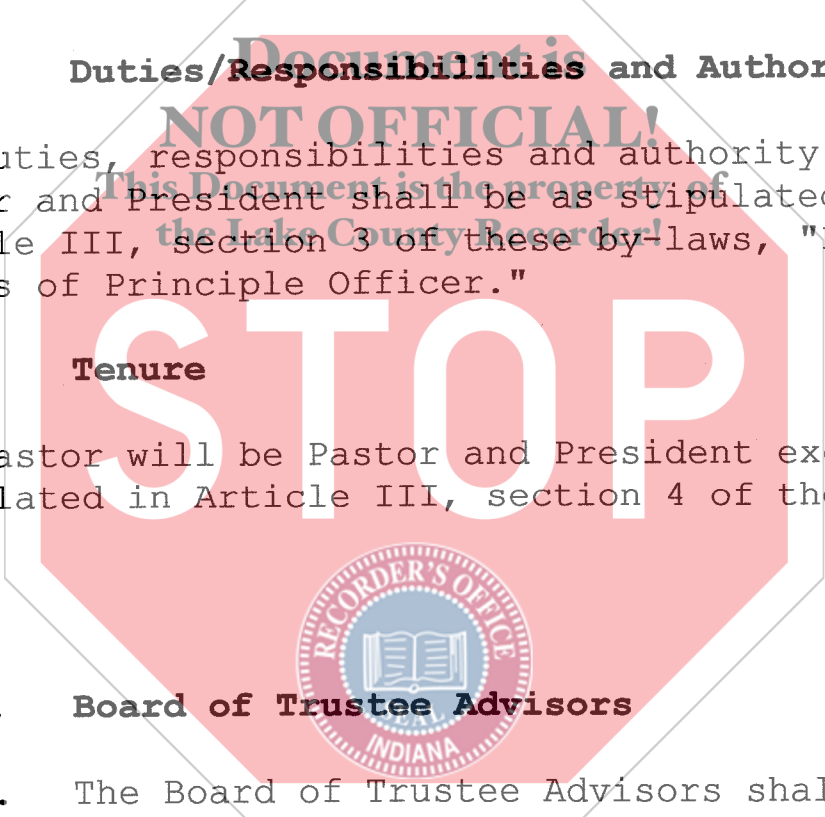
All duties, responsibilities and authority of the Pastor and President shall be as stipulated in Article III, section 3 of these by-laws, "Duties and Powers of Principle Officer."

Section 3. Tenure

The Pastor will be Pastor and President 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 at least two (2) members in good standing appointed by the Pastor, President.



Section 2. Duties of the Board of Trustees Advisors

The Board of Trustee Advisors shall review the church corporation budgets expenditures and prepare 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, as provided in Article III, section 2.

Article VI. Deacons Ministry

Section 1. The Deacons Ministry shall be comprised of Members in good Standing, appointed by the Pastor, based upon Acts 6:1-6 and I Timothy 3:8-16.

Section 2. Duties of the Deacons Ministry

The Deacons Ministry shall assist the Pastor in the daily administering of Christian services, including; Baptism, Communion and Visitation (in which communion may be served), based on Acts 6:1-6 and I Timothy 3:8-16.

Section 3. Meetings

The Deacons Ministry will meet as deemed necessary by the Pastor and shall be required to attend 75% of scheduled meetings.

Section 4. **Removal**

Any Deacon Ministry Member may be removed from the Deacons Ministry by the Pastor, at such time that the Deacon is not in compliance with Acts 6:1-6 and I Timothy 3:8-16.

Article VII. Membership

Section 1. New Sardis retains the right to accept or reject candidates for membership, both present or in the future. Candidates for Membership are those individuals who have been led by the Spirit of God to receive the Lord Jesus Christ, as their Savior, and having made a profession of their faith to the Pastor and to the Church; having been baptized in the Name of the Father, and of the Son, and of the Holy Spirit (Ghost) and having entered into covenant with God, as one body in Christ, to unite with the New Sardis Missionary Baptist Church; with the Word of God (Holy Scriptures, The Bible) as their guide for conduct and living.

Section 2. **Members In Good Standing**

Are those members who; by the aid of the Holy Spirit engage to walk together in Christian love; To strive for the advancement of this church in knowledge, holiness, and comfort; To promote its prosperity and spiritual growth in the Ministry, one who sustains regular Worship Attendance (Hebrews 10:25); one who is disciplined to the doctrine of the ministry; one who: contributes cheerfully and regularly to the support of the ministry and expenses of the Church in Tithes and in Offerings, according to Malachi 3:6-12; maintains family and secret devotions, and religious

education through Bible Study and Sunday School; walks circumspectly in the Word; avoiding all tattling, backbiting, excessive anger, intimidation tactics, corporate worship disruptions; the sale of and use of destructive drugs or intoxicating drinks, or anything that will hinder our efforts to advance the Kingdom of God and the Ministry of the New Sardis Missionary Baptist Church. New Sardis retains the right to accept or reject membership, both present or in the future.

Section 3. **Removal**

Any New Sardis Member who is not in compliance with Article VII, Section 1 and Section 2; who has not contributed financially in 30 days, and/or has not been consistent in regular Worship attendance in 60 days without **proper** notification to the Pastor and/or the Office Ministry will be grounds for removal of membership from the New Sardis Missionary Baptist Church roll and their membership revoked; to be notified by letterment is the property of

the Lake County Recorder!

Article VIII. **Marriage**

We The New Sardis Missionary Baptist Church Believe Marriage to be an estate instituted of God in the time of man's innocency, signifying to us the mystical union which is between Christ and His Church. Moreover, we believe marriage to be based upon the model set forth by the Holy Scriptures of The Bible and is therefore exclusively the union of a man (by birth) and woman (by birth). Furthermore, it is commended of the Apostle Paul to be honorable among all men, and is therefore not to be entered into lightly or inadvisably, but reverently, discreetly, and in the fear of God. Therefore any such union is not ordained by the God of our salvation and we reserve the constitutional right

(upon our religious belief) not to sanction or perform such union. Moreover, all members and any such persons seeking to enter into any agreement with New Sardis thereby acknowledge agreement to this article and shall conduct themselves accordingly.

Article IX. 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 approved and signed off on by the Pastor/ Principle Officer/ President, (via Requisition Form) and must signed by the proper board of advisors.

Article X. **Fiscal Year**

The fiscal year of the corporation shall be April 1st of each year to March 31st, XXXX of the following year.

Article XI. 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 XII. Revision Of By-Laws

The By-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 announced (for concern parties) within ten (10) days of the scheduled meeting in which revision of By-Laws is to be considered.

Article XIII. Annual Meeting

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

Article XIV. 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 XV. 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 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.