

BYLAWS
SLAVIC BAPTIST CHURCH
"BETHANY"
Home for Christ

"...The wise heart will know the proper time and procedure." (Ecclesiastes 8:5)

NAME AND PHYSICAL LOCATION OF THE CHURCH
PARAGRAPH 1

- 1.1.1.** *Slavic Baptist Church "BETHANY" further in the text - church (None Profit Organization, Corporate Charter Number: 1 T- 501, Charter Formed under: 317 A, 06/01/1999*
- 2.2.2.** *Address: 2601-2603 Brookdale Dr. Brooklyn Park MN, 55444*

THE FOUNDATION OF OUR BELIEFS
PARAGRAPH 2

- 3.2.1.** ***We believe that the Bible — the Word of God transmitted through divine inspiration.** (2 Timothy 3:16-17). This is a record of God's revelation of Himself to men (1Peter 1:23-25). The Word of God is sufficient to reliably and accurately guide in faith and the life of every follower of Jesus Christ (John 17:17; 1Peter 2:2).*
- 4.2.2.** ***We believe in the living and true God, the only and incomparable, perfect in wisdom, knowledge, power, holiness, justice, mercy and love** (1Timothy 1:17; Psalm 85:15; Deuteronomy 32:3-4). God exists eternally in the Holy Trinity, One in Three and Three in One, showing equal relations and actions in creation and redemption (Genesis 1:26; 1 Peter 1:2; Hebrews 1:1-3)*
- 5.2.3.** ***Father-God reigns over the entire life of all creation.** He governs the universe (1 Chronicles 29:11-13). He hears and answers prayer, He send(s) His Son for the salvation of men, and he adopts all those who accept His Son as the Savior and Lord of your life (Mathew 7:11; 1 John 4:9-10; John 3:16; John 1:12; Acts 16:31)*
- 6.2.4.** ***God the Son, Jesus Christ, became man and was conceived by the Holy Spirit and born of the Virgin Mary** (John 1:14; Matthew 1:18). He was fully God and fully man. He revealed God through His sinless life, miracles and teachings (John 14:9; Hebrews 4:15; Mathew 4:23-24). He accomplished the salvation of His atoning sacrifice on the cross in our place for us, and by His bodily resurrection (1 Corinthians 15: 3-4; 2 Corinthians 5:21; Romans 4:23-25). He ascended into heaven and reigns over all creation (Philippians 2:5-11). He intercedes for all believers, and dwells in them (Romans 8:34; John 14:23).*
- 7.2.5.** ***God the Holy Spirit, the third Person of the Godhead inspired men to write the Scriptures, or the Word of God** (2 Peter 1:21). Through the Word of God He convicts people of sin, righteousness and judgment, He draws them to the Savior, and shows them the new birth (James 1:18; John 16:7-11; 1 Thessalonians 1: 5-6; Romans 8:16). At the time of revival, the believer receives the baptism of the Holy Spirit (1 Corinthians 12:13). After this, the Holy Spirit dwells in a believer. He seals and gives spiritual gifts to the believer to serve the church (Romans 8:9-11; Ephesians 1:13-14; Romans 12:5-8; 1 Peter 4:10). He empowers, guides, teaches, performs, sanctifies and produces the fruit of Christlikeness in all obeying him. (Acts 4:31; Romans 8:14; 1 Corinthians 2:10-13; Ephesians 5:18; 2 Thessalonians 2:13; Galatians 5:16, 22-23).*
- 8.2.6.** ***We believe that God has created the world of angels, spiritual beings called up to serve Him and execute His will** (Psalm 148:1-5; Colossians 1:16). Holy angels obediently serve to believers in Christ (Hebrews 1: 6-7, 13-14). Some angels voluntarily, intentionally and deliberately chose to follow Satan, and as a result, they were dethroned from heaven and lost positions of superiority because of their pride and disobedience to God (Revelation 12:7-9). Angels following Satan, are named demons, the word "Satan" means "enemy" or "adversary" of God. The fate of Satan and his angels ceases by hell and cannot be changed. (Revelation 20:10).*
- 9.2.7.** ***We believe that God created man in His own image, to communicate with Him** (Genesis 1:26-28). God blessed humanity and decreed them to fill the earth and to have dominion and care over all of God's creation. After Satan's temptation, Adam disobeyed the will of God, which led to the loss of communion with God, sin and death of entire humanity, and suffering of entire creation. Therefore, every person is born with a sinful nature, and must be reconciled to God (Romans 3:9-18,23). Satan tempts people to rebel against God, even those who love Him (Ephesians 4: 27; 2 Corinthians 2:11; Matthew 16: 23). Each person is responsible before God for his or her thoughts, words, deeds, matters and intentions. Each person has the opportunity to come to God directly through the only mediator, Jesus Christ (Romans 14: 12; 1 Timothy 2:5).*

- 10.2.8. We believe that salvation is redemption by Christ from sin and death (2 Timothy 1: 9-10; 1 Thessalonians 5: 23).** Salvation is free, a gift of God to all and it must be accepted personally through the repentance and faith in Jesus Christ (1 Timothy 2:4; Ephesians 2:8-9; Deyan.20: 21). Believer joins with Christ by the revival from the Holy Spirit (Galatians 2:20; Colossians 1:27). As a child of God, the believer obtains complete liberation from all guilt and is in a new relationship of peace with God (Romans 5:1). Christians must grow spiritually, because the Holy Spirit gives them the ability to understand and fulfill the Word of God (2 Peter 3:18; Ephesians 4:15; 1 Thessalonians 3:12). With all the greatness of God's grace in the salvation of man, salvation occurs with the active participation of man. Rejecting God's grace, a saved person can forfeit salvation. (Hebrews 10:26-29; Hebrews 6: 4).
- 11.2.9. We believe that the Church — the Body, of which Christ is the head, and all who believe in Him are members** (Ephesians 1:22-23; Romans 12:4-5). Biblical expectation of every Christian lies in the fact that the believer must be baptized after the confession of faith in Jesus and is necessary to be connected with a local church for sharing encouragement and growth in discipleship through worship, edification, the ministry and the proclamation of the Gospel of Jesus Christ around the world (Acts 2:41-47; Luke 24: 45-48). Each church is to be a self-governing organization, and organism under Christ's supremacy, in which all members of church divide/share responsibility for life and ministry of the church (Acts 13: 1-3; 14: 26-28). Congregational form of government in the Church (in which the whole community, not one person controls the decisions received as revelation from the Lord) is the norm in Scripture (Matthew 18:17; Acts 6:3-6; 15:22-23). To express unity in Christ, local churches can unite in associations/unions for mutual care, advice/council and communication in order to work together more effectively to fulfill and effectively carry out Christ's commission (Acts 15; 1 Corinthians 6:1-3).
- 12.2.10. There are two ordinances in the life of a Church — Baptism and the Lord's Supper.**
1st ordinance: Baptism — this is a full immersion of the believer in water in the name of the Father and of the Son and of the Holy Spirit (Matthew 28:18-20). This is an act of obedience symbolizing the believer's identification with the death, burial, and resurrection of Jesus Christ (Romans 6:3-5), as well as the act of covenant with God, in which the believer devotes themselves to God for life (1 Peter 3:21). **2nd ordinance: The Lord's Supper** — is the acceptance of the bread and wine by believers together as a remembrance of broken body and blood shed of Jesus Christ on the cross. (Luke 22:19-20). This is an act of grateful dedication to serve him and to unite his people in expectation of His coming (1 Corinthians 11:23-26).
- 13.2.11. We believe that freedom of faith (or the freedom of religion) has a base root in the Holy Scriptures and is an inalienable right of every person to have that freedom** (John 8:32; 2 Corinthians 3:17; Romans 8:21; Acts 5:29). The Church and State exist by the will of God and have different and distinct responsibility and service. Therefore, they should not control each other (Matthew 22:21). Christians are called to pray for the civil leaders to obey and support the State in matters that do not contradict the Scripture (1 Timothy 2: 1-4; Romans 13:1-7; 1 Peter 2:13-16).
- 14.2.12. We believe that Christians are the light and salt in society in their personal lives and collectively as well** (Matthew 5: 13-16). In the spirit of Jesus Christ, Christians oppose to greed, selfishness and vice, but speak in favor of truth, peace and justice. Christians help those in need, and assert the dignity and equality of all people before God (Hebrew 13:5; Philippians 4:8-9; 1 John 3:16-17; James 2:1-4).
- 15.2.13. We affirm that family is the foundation of society and strive to preserve the integrity and stability of a family** (Genesis 2:21-25; Ephesians 6:1-4). We believe that the Bible teaches about marriage, as a covenant relationship between one man and one woman, as established by God in the beginning (Genesis 2:20-24; 1 Corinthians 7:2; Hebrews 13:4). Since marriage is a covenant for life between a man and a woman, Christians should marry only believers in Jesus Christ and make a covenant with the Lord (2Kor.6: 14-18; Ephesians 5: 7,11). Christians should guard their marriage because divorce is contrary to God's will (1 Corinthians 7:10-11; Matthew 19:4-9).
- 16.2.14. We believe that God at His own time and by His own plan at a certain time will unite all in heaven and on earth under the power of Christ** (Ephesians 1:9-10; Revelation 21:1). Our firm Christian belief is that Jesus Christ will return to Earth at once, personally in a visible manner and in glory, according to His promise (Titus 2:13; Revelation 1: 7; 3:11; John 14: 1-3). The dead will be resurrected and Christ will judge all by a fair trial (John 5:28-29). The unrighteous will be sent to eternal hell, prepared for the devil and his angels (Matthew 25:41,46; Revelation 20:10). However, the righteous will receive their reward and will live forever and eternally with the Lord in the new, glorified bodies (Philippians 3:20-21; 2 Corinthians 5:10; 1 Thessalonians 4:13-18).

GOALS, OBJECTIVES AND ACTIVITIES OF THE LOCAL CHURCH
PARAGRAPH 3

- 17.3.1.** *The Church is a gathering of born again and baptized by faith people of the Evangelical-Baptist confession, to come together to worship God and to encourage each other to achieve holiness and preach the Gospel. (Acts 2:38-42).*
- 18.3.2.** *The foundation of our faith is the Bible, as the only complete and final revelation from God to man. The Word of God consists of 66 books in the Bible, the Old and New Testaments - included in the Canon. (2 Timothy 3:16).*
- 19.3.3.** *Purposes of the Church:*
-To Praise God and the Lord Jesus Christ (1 Corinthians 6:20)
- To preach the Gospel. Beginning with your own family, from the home base of the local church and to the rest of the world. (Acts 1:8)
- To care about the spiritual development and growth among members of the Church (Ephesians 4:12-16)
- 20.3.4.** *The church may cooperate with and have spiritual interaction with other evangelical Baptist Churches throughout the world, it has the right to join with other related Associations in spirit, and the Church may also withdraw from such Associations as agreed upon by the members of the Church. The Slavic Baptist Church "Vifaniya" (Bethany) does not participate in ecumenical movement. (Hebrews 13:15-16; Ephesians 5:11)*
- 21.3.5.** *The church can organize Sunday school for all ages, Bible study classes, choirs, orchestras, and camps for children, libraries, and audio-video studios. Based on Bible's teaching the church members (parents) must bring up their children at home and in the church, and for that there are responsible before God. If necessary, parents have the right to discipline, punish their children based on the Holy Scripture. (Proverbs 13:24; Proverbs 23:13-14; Proverbs 29:15,17; Ephesians 12:6-11)*
- 22.3.6.** *The Church can organize missions, charities, insurance and other funds. The establishments of such regulations must be carried out with the knowledge of the Brothers' Council and church members. The individuals' charter must not conflict with the Word of God and other church regulations. (1 Corinthians 14:32-33).*
- 23.3.7.** *The Church can conduct evangelical activities, including events, seminars, youth, women's, and other services (Acts 20:2; Galatians 3:2).*
- 24.3.8.** *The Church can have missionaries, evangelists and other servants. The number of servants is determined and approved at Business Meetings. (Act 13:1-4)*
- 25.3.9.** *The Church can offer Christian education, theological and other educational institutions, to publish spiritual literature, and to fully utilize its facilities to all believers to spread the Word of God (1 Corinthians 9:22-23).*

THE STRUCTURE AND DISCIPLINE OF THE CHURCH **PARAGRAPH 4**

- 26.4.1.** *The Christian activities carried out in this Church shall be developed and founded upon what is written in Scripture and in these Bylaws. Only the members of the Church can participate in regular services, and as an exception the members of other related churches may participate temporally (for 3 months). They should then decide to join the Church or to leave the ministry.*
- 27.4.2.** *The Church unites Christians of Evangelical Christian-Baptist confession of faith, those who have believed, are born-again and have been baptized through faith in the Lord Jesus Christ and remain true to the Evangelical way of life. This Church does not recognize the baptism of infants (John 3:1-5; Philippians 1:27). Candidates for Baptism undergo preparatory training courses of learning the basic doctrine of Evangelical Christians-Baptists (ECB) followed by an interview and test of their faith with subject to approval of the Church before Baptism (John 3:1-5; Philippians 1:27).*
- 28.4.3.** *Church members who have arrived from other related Churches will be accepted into this local Church after submitting a written application and expressed their agreement with the given Bylaws; and with a written or an oral testimony from the previous Church regarding their previous membership (John 8:17).*
- 29.4.4.** *Members who are excommunicated from the local Church or under other type of church discipline can be restored to the Church by the Church members at the Business Meeting after repentance and turning from sin. The Church has to be sure that they repented truly and can be restored to the Church. (2 Corinthians 7: 8-11)*
- 30.4.5.** *Local Church members have the right to leave and join other sister or related churches after obtaining a written or verbal testimony on the conditions of their membership and with a prayer of blessings from the Pastor to move to another church.*
- 31.4.6.** *Church members leaving our location for more than three months (work, study, etc.) must notify the Pastor and inform about the new place of residence to attend a Church there (1 Peter 3:16).*

- 32.4.7. *Members of the Church must abstain fully from: alcohol, narcotic drugs, tobacco, electronic cigarettes, and hookah. Living in fornication, homosexual or lesbian relations, bestiality, sorcery, fortunetelling, contacting the spirits of the dead, engaging in spiritualism, nor must the members supporter of such activities. (Galatians 5:19-21; Ephesians 4:31; Romans 1:24-32). The Church has the right to excommunicate (remove) any member of the local Church, who is participating in or supports such activities (1 Corinthians 5:1-13; Deuteronomy 18:9-14).*
- 33.4.8. *Member of the Church should not distribute alcohol, narcotic drugs; go to bars, casinos, discos, and other entertainment places. Members must not participate in gambling (cards) (Ephesians 5:9-11).*
- 34.4.9. *Members of the Church cannot wear any body piercing or any kind of tattoos (Leviticus 19:28). Reading the New Testament we see the frequent calls of the Gospel by a life of simplicity and modesty, including modesty of exterior view and the entire life. We believe that the born-again Christian there should not be attached to the lifestyle of luxury (1 Peter 3:3). Therefore, we urge all members of the Church to practice modesty, brothers and sisters to show Christian maturity and not wear jewelry and tempting (excessively open and tight) clothes. On the basis of the text (1 Corinthians 11:2-16) we ask the married women during service to cover their heads, as it is written in verse 10: "Therefore the wife ought to have a symbol of authority on her head."*
- 35.4.10. *The steps of the Church discipline are as follows, for those, found to be living in sin: Admonition, reprimand, and excommunication (1 Timothy 1:5; 2 Timothy 2:25-26; 4:2-4).*
- 36.4.11. *Church members living contradictory to the teachings of Jesus Christ and these bylaws: living in sin, not participating in the Lord's Supper for three times in a row, not attending a worship without a legitimate reason for continuous period of time, who after admonition do not repent or leave their sin must be subject to church discipline based on the Bible and given Bylaws. Church member who do not repent, reconcile with other church members, outsiders or members of the family (initiating a divorce), or creating circumstances of unbearable condition of life for the other person, must be placed on church discipline or excommunicated from Church (Hebrews 12:12-15). Church Council members shall notify such member of the Church about releasing them from among the members of the church.*
- 37.4.12. *All members of the local Church are obligated: to live in accordance with the Word of God, to take an active part in both physical and spiritual life of the Church, to participate in Business Meetings. Have a right to speak, mutually respecting one another and respecting the church leadership. To pray and to care about the spiritual condition of the Church, to be at peace with all brothers and sisters and to regularly attend services, be careful to protect Church secrets and be good witnesses outside the Church. (Philippians 1:27).*
- 38.4.13. *Based on the teachings of the Bible — "thou shalt not kill" (Exodus 20: 13; Mark 10: 19) the member of the Church should not take weapons in their hands in peaceful times or in time of war with a purpose of killing people, but can perform an alternative service. The member of the Church cannot recite an oath, but must say the truth (James 5:12)*
- 39.4.14. *The general Body will make decisions at Church at large (1 Timothy 3:15). Nothing inside or outside of the Church will influence the decisions made by its members.*
- 40.4.15. *Members will meet to discuss Church issues to the degree that it is needed, but not less than once each quarter. An annual Member Business Meeting will be held in January to hear reports, elect new officials, and review the financial accounts and annual audits of the previous year (Hebrews 13:17; 1 Peter 3:15).*

SPIRITUAL AND ADMINISTRATIVE MANAGEMENT OF THE CHURCH

PARAGRAPH 5

- 41.5.1. *We believe that Christ is the Head of the Church and that the Church is His Body (1 Timothy 3:15; Ephesians 5:23).*
- 42.5.2. *All the members of the Church must participate in all the Business Meetings throughout the year. Announcement of the approaching Business Meeting shall be made no less than two weeks before of the appointed date. Conducting Business Meeting takes place with the participation of all remaining members at the Business Meeting, but not less than 60% of the total number of members of the Church.*
- 43.5.3. ***The Pastor** is elected to serve the Church, with a preliminary consideration of the composition of the brotherly council for the examination and assertion by Business Meetings. The initial election of a Pastor is made by a secret ballot in the presence of 80% of the Church and will be considered as such, gaining 3/4 of votes of those present at the Business Meeting. Preliminary nominal voting is possible in the absence a member of a Church*

at the time of the Business Meeting for a valid reason (Philippians 2:29). In case of an insufficient number of Church members during the election announcement, a repeated Business Meeting shall be held in the next month from the appointed date. Conducting rescheduled Business Meetings takes place with the participation of all the remaining member at the Business Meeting, but not less than 60% of the total number of Church members. The election by secret ballot, the candidate will be considered elected if dial 3/4 votes of presence. The Pastor shall annually report on their service to the Brothers Council and the Church. The Church can recognize his satisfactory service and confirm him for further service as majority votes through an open vote. With unsatisfactory service from the Pastor, the Council carefully considers the reasons for his (Pastor's) unsatisfactory performance and offers the Church to release them from the ministry.

44.5.4. Preachers, evangelists, and deacons are to be presented annually before the church by name and acknowledge by most of the votes for the service, under leadership of the leading Pastor (Ephesians 4: 11; 1 Corinthians 12:28). Ministers who do not measure up to the high nature of their calling are subjects to discussion by the other ministers and present the reasons of their investigation for the examination of the Church and their release from the service of the erred minister.

Preachers of Bethany Church should rigorously prepare and proclaim the Word of God in the Church. Since sermon is a word of the Lord carrying life and salvation, the transmission of this word from God is very important and critical. The preacher is constantly obliged to stay in the study of the Scripture, reading materials and books for continuous improvement and perfection in the ministry. Preacher must periodically examine / review records of their Sermons for the purpose of personal improvement in the matter of sermon preparation and delivery. In case of more than three passes of their turn to preach in a year, the preacher must explain the reason for their omissions and may be removed from the ministry of preaching. In the case of negligence to the ministry and the inability to prepare and speak reasonable, inspiring and instructive sermon, the preacher may be dismissed from the service. Lists of preachers should be reexamined yearly and the ministers of the Church must confirm the service of each preacher. Young or beginning preachers can preach in the Church with the permission of the Pastor and Brothers' Council, after which the Preacher, with the consent of the Brothers' Council, presents the preacher for the Church's approval. For the dedication to the service, the Preacher should carry out a special ministry at the beginning of the year for showing dedication of preaching with a prayer and the support of the ministers of the Church (1 Timothy 4:12-16; 2 Timothy 2:12). A list of all preachers presented before the Church on a yearly business meeting. Church members with any remarks, comments, or suggestions should express them to the Pastor. The preacher may be dismissed from the service by the Council of ministers.

Secretary, treasurer, auditors, and Administrators are elected by the majority vote. The election takes place by open vote.

Choir Directors (conductors), Youth Leaders, are responsible for the of Church service and are represented before the Church for the approval of their services.

The pastors, deacons, preachers, secretary, treasurer, and Administrators are responsible for the departments of church ministries. The Pastor leads the Brothers' Council. All selected Business Meeting report counters are responsible to the Brothers' Council, the Church, and God (1 Samuel 12:3; Acts 6:1-8).

45.5.5. **The Brothers' Council (The Church Board)** has authority to conduct all kinds of service and administrative issues between Member Business Meetings. The Brothers' Council cannot accept, put out, or put admonition on Church members without the decision of the Business Meetings, even to appoint or remove ministers without a decision of the Church. In case of unfulfilled duties of the elected ministers, the council (pastors and deacons) should thoroughly investigate the reasons for their non-compliance and un-fulfillments of their duties and offer the Church the replacement of those other brothers at any time between the report-election at the Business Meeting (1 Timothy 3:15).

45.5.6. **New Ministers** (presbyters, evangelists, deacons) can be appointed by the Pastor and other presbyters among all the Brothers who are involved in various ministries and participate actively in the life of the Church. The Brothers' Council and presbyters of the Church have the right to temporarily appoint a worthy Brother to perform a particular ministry ordination (for example, administrative functions, mercy ministries, participate in preaching, teaching, spiritual care, prayer ministry, etc.). Such an appointment should not last more than a year, after which, in the event of a satisfactory and worthy service and active prayer search of God's will, this Brother can be presented to the Church for the election in his service and his ordination. Such appointment to the service will allow the Brother to show his qualities and gifts for the ministry, and will also allow the Church to see how this person can be a potential minister and take on increased measure of service (1 Timothy 3:13). The Brothers' Council will not assign the non-ordained brothers to perform sacred rites such as Baptism or Communion. After being tested by faith and works, having proved the trust, this person can be presented to the Church's ministers for election to ministry. This candidate must comply with the teachings of

Christ and Apostles, stand firmly in faith, observe sensible study, preserve the unity of the Church and live in the Spirit of consecration (1 Timothy 3:1-13; Titus 1:5-9). When electing, 80% of the members from the total number of the Church members must participate in election (secret vote). The candidate(s) will be considered elected if they collect at least 2/3 of the votes from the number of members present. Preliminary secret nominal voting is possible in the absence a member of a Church at the time of the Business Meeting for a valid reason. In case of an insufficient number of Church members during the election announcement, a repeated (re-election) Business Meeting shall be held a month out from the appointed date. Conducting rescheduled Business Meetings takes place with the participation of all the remaining members at this meeting, but not less than 60% of the total number of all Church members. The election will conducted by a secret ballot, and the candidate will be considered elected if they collect at least 2/3 of the votes from the number of members percent. Preliminary secret nominal voting is possible in the absence a member of a Church at the time of the Business Meeting for a valid reason. The Church sets the trial period for each candidate individually, this can be from one month to one year. After the trial period, the Church confirms candidates for ordination by an open vote.

- 47.5.7.** - *The Pastor or the Lead Presbyter and other elected Presbyters are the spiritual trustees and leaders of Church. Their lives must be irreproachable according to the Word of God (1 Timothy 3:2-12; Titus 1:6-9), in full compliance with the confession of faith and with the given Bylaws. They should mutually respect and honor one another above themselves. They are to be re-elected or be approved each year, or at the discretion of the Church at any time. They are responsible for all branches of service in the Church. In case of their absence, and if necessary, a different kind of service may be assigned to other ordained ministers, with the consent of the council of ministers. If the Pastor intends to leave his service in the Church, he is obligated to inform on his decision two months in advance prior to leaving. (1 Peter 5:1-5). To have an effective ministry, ministers approaching old age must take care and pass the baton of service to a younger minister in the spirit of the evangelical unity and responsibility for the Church of Jesus Christ. All ministers may confine an age limit of 65 years. Upon reaching 65 years of age, the minister can depart from the active and responsible service. If Brothers' Council and the Church ask the minister to continue the service and the minister has good physical, spiritual and mental health for continuation of the ministry, the minister can continue to serve. Subsequently, the minister can be involved in assist in spiritual care, sermons, interviews and other ministries if possible (Matthews 25:21-23; 2 Timothy 4:7-8).*
- 48.5.8.** - *All ministers are obligated to visit the members of the local Church for the purpose of spiritual communication i.e. to have the proper care and counseling in case of spiritual, personal, and other needs of the believers (2 Corinthians 11:28-29; Galatians 6:1-3; Philippians 4:3).*
- 49.5.9.** - *The administration of the Church is chosen from/among the ordained ministers of the Church. After the discussion of their candidacy by the Ministry Council, Church Council will assert them at the Business Meetings. Candidate for the administrator position must to confirm that they accept and support the doctrine of the faith and the Bylaws of the Church. He must have skills in the field of administration, have organizational skills, and be sociable.*
- *The administrator of the Church, head administrator — gives economic advice to the Church Councils, organizes and coordinates the administrative work, manages the technical services involving the preparation of annual budget of each year in the bank, assures the names of Church officials and authorizes the church of conduct its financial affairs. The signature of the Administrator will be the first in all payment documents.*
 - *The administrator reports directly to the Pastor and to the Brothers' Council, participates in Council sessions of those connected with questions of the administrative matter. In his absence, its duties are carried out by the assistant administrator who is chosen in the Brothers' Council from the members of the Brothers' Council.*
 - *The reason for the dismissal of the Administrator for their service can be sin, not performing their duties, disagreeing with the Bylaws of the Church and resignation. If it is impossible to further the execute his duties as the Administrator, the church must release him from office, the Audit Committee will check and carry out the inspection of all the accounting and financial activities (Acts 6:1-7). Dismissal of their service will be carried out by the Brothers' Council. Their decision will then be presented to the Business Meetings and hold new elections for the position.*
- 50.5.10.** - *The Secretary of the Church who is also a member of the Brothers' Council, is engaged in official correspondence, keeps the protocols of Business Meetings and the meetings of the Brothers' Council. He is obliged to confirm that they accept and support the doctrine of the faith and Church Bylaws.*
- *It should be spiritual person and have skills in the field of office automation.*

- Secretary of the Church holds physical records of current Church members, baptisms, new members coming in and from other church, along with keeping records of members who are on church discipline and who are excommunicated (1 Thessalonians 3:14-15).
- The secretary of the Church organizes and stores statements and applications of membership in the Church, conducts protocols of meetings of both the Brothers' Council and Church Member meetings. The secretary shall lead the counting commission on all report-and-election meetings and also save the voting ballots.
- The secretary of Church notifies the chief Accountant of the Church with a copy of the protocols/minutes discussed at Brotherly Council/Committee and Church member meetings, which deals the discussion of any financial transitions, with no later than one week from the day of decision making.
- The secretary of Church, in the Church computer, manages an electronic database of Church members. This information is confidential and intended only for internal Church use. Only the ministers of the Church have the right to access the database.
- In the event of resignation of the Church secretary, all records, electronic databases, and other papers that belong to the Church must be transferred to the new secretary or the Pastor.
- Secretary reports directly to the Church Pastor and administrator.
- The secretary is obligated to monitor the implementation of the budget of each division and notify that or another departments of the expenditures of budgetary funds.

51.5.11. The Secretary of the Church Office:

- Candidate for the position of the Secretary of the Church must have computer skills, must confirm they accept and supports the doctrine of the faith and the Bylaws of the Church. He should be a spiritually mature person with skills in office management and communication.
- The Secretary of the Church office deals with ongoing correspondence of returns phone calls, informing the leadership and Church members about current events.
- Prepares the Church's newsletter or bulletin board, presenting timely information of service and the needs of the Church.
- In the event of resignation of the Secretary of the Church office, all records, electronic databases, and other papers that belong to the Church must be transferred to the new secretary or the Pastor.
- The Secretary of the Church office reports directly to the Administrator and the Pastor.

- 52.5.12. Doorkeepers and Ushers of the Church are selected from the members of the church. Candidate for the usher position must confirm they accept and support the doctrine of the faith and the Bylaws of the Church. After the consideration of the Brothers' Council, his candidacy is presented to Church member meetings for approval.**
- The Ushers must be spiritual and friendly Christians (meet and greet and seat those arriving into the house of prayer), as well as to be an example in personal financial services of the Church (John 12: 20-22).
 - The Ushers must count all cash resources (general collection of tithing, envelope and other donations) recorded into the book of accounts. The presence of all collected donations must be logged in the book of accounts and sealed with their signature and transferred to the Treasurer.

- 53.5.13. The Church security guards are chosen from the number of members of Church. Candidate for the Security Guard position must confirm that they accept and support the doctrine of the faith and Church Bylaws. After the consideration of the Brothers' Council, the candidate is presented to Church Member Business Meeting for approval.**
- The guards have to be spiritually mature Christians, who greet attenders into the house of prayer (1 Corinthians 14:40). They should be an example in personal service of the Church. Security guards must ensure security and order in the Church parking lot.

- 54.5.14. Treasurer of the Church is selected from the members of the Church. They must be an example in personal material service to the Church. After the consideration of the Brothers' Council, the candidate is presented to Church Member Business Meeting for approval.**
- The candidate for the Treasurer position must confirm that they accept and support the doctrines of faith and Church Bylaws. They must be a mature Christian and have the necessary skills in the field of financial accounting.
 - Treasurer keeps accounts of all funds received by the Church as donation, is responsible for the technical organization of collecting donations, maintains records on donations and keeps them in line with legal regulations, regularly deposits the assembled donations into the bank to the current business account of Church in time stipulated by law, presents the bookkeeper and report about all arrivals in each past week (1 Corinthians 16:1-3)
 - Treasurer reports directly to the administrator of the Church and the Brothers' Council. The Treasurer is a part of the Administrative department of the church.

- If it is impossible to further execute the duties as a treasurer, to release them from treasurer, the Audit Commission is conducted by checking financial accounting activities. The Brotherly Council/Committee carries exemption from office and then someone else is elected.

- In the absence of the Treasurer, the responsibilities are carried out by the Accountant, or on behalf of the Administrator of the Church, one of the Deacons of Church.

55.5.15. The Accountant of the Church. Administration and Brothers' Council examines the candidacy for the position of Chief Accountant of Church and then candidacy is presented to Church in the Member Business Meeting for approval.

- The candidate for the Accountant position must confirm that they accept and support the doctrine of the faith and the Bylaws of the Church. They must be a spiritual person with professional skills and necessary training in the field of financial accounting.

- The duties of the Accountant includes maintaining a permanent record of all the financial affairs of the Church in accordance under the existing legislation of the US and the state of Minnesota, to monitor the proper registration of receipts and expenditure documentation.

- The Accountant is responsible for the control and motion of funds, and timely payment of all current expenditures. The signature of the Accountant will be the second in the payment documents.

- The Accountant is part of the financial department and introduces a brief monthly report of income and expenditures of funds.

- The Accountant conducts Church databases of donations received. Registered donations put in the Church computer under the name of the donor, and at the end of the year, the donor will be given a nominal record of the amount donated. Designated donations are looked over and approved by the Brothers' Council for their further distribution. (CT. IRS Tax Regulation Section 170 (c) (2).

- Information about donations is confidential; publicity can be committed only at the request of donors or the court.

- On a quarterly basis, the Accountant will present to the Member Business Meetings a brief overview of the financial activities of the church. A detailed financial report will be presented at the annual Member Business Meeting.

- The Accountant reports directly to the Administrator of the Church and to the Brothers' Council. By their responsibilities, the Accountant is included in the Administrative and Business Division of the Church.

- If there are other departments where there is a separate financial account, the financial staffs of these departments report to the Chief Accountant of the Church.

56.5.16. The Audit Commission is elected at the annual report-election meeting consisting of 3 people. They are obliged to make quarterly check up of the financial activity of the Church, composing the reports of checking cash resources in the copies; (Audit Commission, Treasurer, Administrator) and announce it at the Member Business Meeting.

57.5.17. For an effective service to this Church the departments are formed: Maintenance Department, Sunday School, Youth Department, Department of Mission and Evangelism, Counseling Department, and the Department of Worship and Music. For each department, one of the Church servants is responsible. Each department examines all forms of their service and creates budgets necessary for the normal functioning of the entire year. The use of the approved budget is structured by the composition of the given departments with record in the report of the meetings and an extract of expenses (debit slip) of necessity of the means use, for their reception in the Cash Department of the Church.

THE SOURCE OF EDUCATIONAL MEANS AND FINANCIAL ACTIVITIES **PARAGRAPH 6**

58.6.1. Financial means for Education in the Church are from voluntary contributions of believers, donations from members, tithes, deposits, wills, undertaking charitable contributions, actuated revenue and Church property, among other means (2 Corinthians 9: 6-13; Malachi 3:10-12).

59.6.2. Funds of up to \$3,000 can be used on the determination of the Brothers' Council with the subsequent complete information of Church. Amounts in excess of \$ 3,000 - by the decision of the Church (Hebrew 13:18).

60.6.3. Cash resources are expended on the use of a church accommodation for the church measures: purchasing a house of worship, and for its subsequent maintenance. The acquisition and maintenance of inventory and property of the Church, spiritual literature, classrooms for Sunday, and theological schools, road and other transport, labor spiritual, economic and technical officers of the Church. The content of missionaries, and conducting evangelistic activities, are to providing material assistance to the poor, needy and other charitable purposes (Romans 12:13). Creating special funds: (missionary, charity, youth, women's, and others). These

funds must be accountable in the Church. When there is an emergency need, the Church has the right to redirect the means of any funds, as well as targeted donations to other needs of the Church. If the donor does not agree with this condition, the Church has no right to issue a confirmation for the tax write-off on that amount (CT. IRS Tax Regulation Section 170 (c) (2).

- 61.6.4.** *The financial account will be reviewed and authorized by a financial auditor, cashier or chairman of an inspection committee at the annual Member Business Meeting. The majority of votes must approve the accounting report. After this report has been approved, the Administrator and the chairman of the audit committee will sign off on this report. Check cashing documentation and motions made regarding monetary means can be carried out each quarter. The Church will be informed of any changes regarding financial statuses at the Member Business Meetings and on the Church bulletin boards.*
- 62.6.5.** *The Church can buy or sell land, buildings and transports. The use of Church accommodations and Church inventory is available only to Church members, and related churches on the resolution of Administrative and Operational Division. The Church technology cannot be given up for rent and cannot be exported outside the territory of the house of prayer (Church). Vehicles for the transport of passengers can be used exclusively by the members of the Church for the performance of any kind of service. Church vehicles for the transportation of passengers cannot be used for personal purposes or for purposes of earnings. Drivers must be an example in personal and Church life and should also maintain the transportation in good condition and working order. Serious malfunctions should be presented to the Administration for repair.*
- 63.6.6.** *Church members or groups of believers up to 40% of the initial number of the Church who desire to leave the Church do not have the right to lay claim to having a share in actuated or non-actuated property at this Church. In case of a branch of education allotting property and financial assistance a group of 40% and more can claim a % of their relationship to the Church with an agreement of both sides.*
- 64.6.7.** *Church can have its own logo, seal, letterhead, forms, savings and checking accounts in the bank.*

**THE ORDER FOR IMPLEMENTING CHANGES AND ADDITIONS TO THESE BYLAWS AS WELL AS
TERMINATING ACTIVITIES OF THE LOCAL CHURCH
PARAGRAPH 7**

- 65.7.1.** *Necessary changes and/or additions can be made to the Statutes at Business Meetings with at least 60% of all members of this Church participating in the vote and 2/3 of the voted for a change from all participants. The changes will take its power in one month after the Business Meeting on which the decision was made.*
- 66.7.2.** *In the case of church closure, all of the Church's loans will be paid in full. Church property and possessions will not be divided among the members of this Church or others, but rather will be given, at the overall agreement to dissolve the Church to another non-profit organization. In accordance to the letter and spirit of faith and confessions of the Church and requirements of the United States code of 1954 (501 C-1).*

*“But everything should be done in a fitting and orderly way.” “For God is not a God of disorder but of peace.
(1Corinthians 14:33, 40)*

These original Bylaws are to be received in full at Member Business Meeting 01.17.2000.

The presented Bylaws shall be accepted at a general Business Meeting with the changes, additions and amendments of the articles: № 8.3.5; 19.4.7; 20.4.8; 24.5.2; 26.5.4. - 11.25.01.

These Bylaws shall be adopted at a general Member Business Meeting of the changes, additions and amendments of articles: № _____ 2014

*Changes of these Bylaws were accepted at the Membership Business Meetings and took place in the year —
_____ 2014.*

Head Pastor

Members of the Brothers' Council

Members of the Church

Secretary