

BYLAWS



ZION CHURCH

Reidsburg Independent Zion Baptist Church

d/b/a Zion Church

A Pennsylvania Nonprofit Corporation

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ARTICLE I

MEMBERSHIP

ARTICLE 1.01 REQUIREMENTS

Membership within Reidsburg Independent Zion Baptist Church, d/b/a/ Zion Church ("church") is first precipitated on one becoming a disciple of Jesus Christ having responded by faith to the message of the gospel as articulated in the Statement of Faith.

In addition:

- Members shall have completed all of the requirements of membership as defined by the Elders; and
- Members shall have signed the church Membership Covenant, thus committing themselves to the responsibilities of membership at Zion Church. Membership must be renewed annually.

ARTICLE 1.02 RESPONSIBILITIES

The responsibilities are outlined within the church's Membership Covenant.

The covenant members of the church shall affirm matters of (a) the annual operating budget; (b) indebtedness associated with the purchase or construction of real estate; (c) cumulative indebtedness for all other aspects of church business that exceeds twenty percent (20%) of the annual church operating budget; (d) an amended or restated constitution or by-laws; (e) the substantial disposition of the church's assets; (f) merger or dissolution of the Church; and (g) other actions deemed major and extraordinary by the Elders.

All items above will be communicated to the church not less than twenty-one (21) days prior to the affirmation and afterwards as well. Comments received from the members will be considered on a case-by-case basis.

ARTICLE 1.03 REMOVAL

Members of the church will be removed from membership for reasons of (a) death; (b) the member's request for removal; (c) a transfer request of membership to another church; (d) unwillingness to renew; or (e) the Elders' decision based upon Zion's Guidelines For Church Restoration/ Discipline for the cause of unrepentant sin.

ARTICLE II

DIRECTORS, OFFICERS, STAFF, AND DEACONS

ARTICLE 2.01 DIRECTORS - ELDERS

ARTICLE 2.01.A GENERAL STATEMENT

Jesus Christ alone is the head of his church (Colossians 1:18; I Peter 2:25, 5:4). He has ordained that individual churches should be governed by Elders, who are endowed by His Spirit with the gifts and graces needed to accomplish their work (Philippians 1:1; I Timothy 3:1-13).

ARTICLE 2.01.B DEFINITION

The terms "Elders", "Pastors/Shepherds", and "Overseers" are three interchangeable terms designating one and the same office in a New Testament church (Acts 20:17, 28; Ephesians 4:11-12; Titus 1:5.7; I Peter 5:1-4). In accordance with Scripture, the terms may be used interchangeably throughout this document.

ARTICLE 2.01.c QUALIFICATIONS

The Elders must be men whose lives conform to the Biblical qualifications in 1 Timothy 3:1-7 and Titus 1:5-9. They must be members of Zion, in agreement with Zion Church's Statement of Faith, Mission, Vision, and Core Values. The Elders have the responsibility to assess the qualifications of all members of the Elder Team.

ARTICLE 2.01.d POWERS

The overall policy, control, direction and management of the ministry, operations and finances of Zion Church shall be vested in the Elder Team. The Elders are designated as the directors of this corporation. All corporate powers shall be exercised by or under the direction of the Elder Team.

ARTICLE 2.01.e DUTIES

The following five areas comprise the primary duties of Elders at Zion Church. The Elder Team is responsible to raise up other church members to complete ministry tasks freeing Elders to focus on the following;

DUTY TO MODEL

Elders are responsible to set a living and tangible example of Jesus' character and priorities. The Elder Team gives Zion Church a picture of godly maturity to follow (I Peter 5:3; I Corinthians 11:1). Zion Church recognizes the qualities of Elders in I Timothy 3:1-7 and Titus 1:5-9 are the expected qualities of any growing and mature Christ-follower.

DUTY TO LEAD

The oversight, government, and direction of the church, under the headship of Jesus Christ, shall be exercised by the Elders of Zion Church. Their authority as Elders is derived from the order established in Scripture (Titus 1:5-9; Acts 14:23; 20:28; I Timothy 3:1-7; 5:17).

Elders lead the church family without compulsion, but with loving willingness, as examples to the church. Biblical authority must be exercised with care exhibiting the gospel-centered, servant-leadership of Christ as a shepherd cares for the sheep (I Peter 5:1-4).

DUTY TO FEED

The Elders shall oversee the teaching of the Word of God, the administration of ordinances (baptism and communion), biblical instruction and exhortation. (I Thessalonians 5:12; II Timothy 4:2; John 21:15-17).

DUTY TO CARE

It shall be the duty of the Elders to care for the church in its spiritual condition, regularly praying for and ministering to individual members as needed like a shepherd cares for his flock (I Peter 5:1-4).

DUTY TO PROTECT

Elders guard the purity of doctrine and life of the church, and oversee the discipline of church members in accordance with the Bible. This includes protecting from wolves outside and inside the church (Acts 20:29-31; I Corinthians 5:4-5; Galatians 6:1).

ARTICLE 2.01.F COMPOSITION

The Elder Team of Zion Church will have both Elders who are paid and Elders who are not paid by Zion Church. Elder Team members who are paid will be known as Pastors. The Elder Team entrusts pastors with significant areas of oversight to best serve the needs of the church.

The Elder Team will maintain a simple majority of unpaid Elders. If, for any reason, the simple majority changes, then the Elders will begin the vetting process to restore the required composition. The Elder Team is implicitly responsible for raising up and approving new Elders.

Covenant Members are encouraged and open to recommend to the Elder Team other men they believe to be qualified under section 2.01.C and potential Elder Team members.

The appointment of any Elder shall be communicated not less than twenty-one (21) days before the Elder Team votes. Comments received from the members will be considered on a case-by-case basis.

ARTICLE 2.01.G NUMBER AND TERM OF OFFICE

Elder plurality is the New Testament norm for every church, but the Bible does not specify the number of Elders each church should have, nor does it dictate the length of an Elder's term of office. Therefore, the number of Elders and length of service shall be determined as the Elder Team deems appropriate. All Elders shall be appointed by a unanimous vote of the Elder Team.

ARTICLE 2.01.H MEETINGS

The Elder Team must meet a minimum of once each month. Additional meetings can be called throughout the year.

Elders may take actions without meeting, provided that all Elders consent to the action in writing without a meeting of the Elder Team, the written consent is filed with the Secretary of the church, and actions do not conflict with the decisions prescribed in Article 1.02

ARTICLE 2.01.I QUORUM AND PASSING VOTE

A proper quorum is defined as seventy-five percent (75%) of the unpaid Elders and seventy-five percent (75%) of the Pastors. A quorum is required for voting matters.

A passing vote must be equal to or greater than seventy-five percent (75%) of the Elders.

ARTICLE 2.01.J DECISIONS

The Elders of the church shall formally vote on the matters of (a) appointment of any Elder; (b) doctrinal issues; (c) removal of an Elder; (d) appointment of deacons; (e) annual operating budget; (f) appointment of Administration Team members; and (g) other actions deemed major and extraordinary by the Elders.

All items above will be communicated to the church at the discretion of the Elders, except the appointment of any Elder which shall be communicated not less than twenty-one (21) days before the Elder vote. Comments received from the members will be considered on a case-by-case basis.

Formal voting shall follow a discussion period where unanimity is sought. If any Elder has a reservation about a matter before the Elders, the Elders supporting an action shall table the item to allow the Elder opposed to reconsider his position and agree with the majority or propose, and have accepted, an alternative plan. If after a reasonable length of time, based on the judgment of the Elders, the objection is not lifted nor is an acceptable alternative presented, the Elders may call for a vote on the issue. If a seventy-five percent (75%) majority of the Elders should approve the matter over the objection of a minority, the minority must be willing to submit* to the majority and support the decision, or resign from the Elder Team, or, if unwilling to resign, be automatically removed from the Elder Team.

*submit is understood as not causing descension, advocating a position other than that which was agreed on by the Elder Team.

An Elder may vote on any issue before the Elder Team, except as follows:

- His own personal salary, benefits, and position as a staff member;
- His own membership as an Elder; and/ or position as an officer of the Elders

ARTICLE 2.01.k REBUKE AND REMOVAL

If a church member believes an Elder is morally or doctrinally unfit for office, the scriptural requirement for the member is he or she is to approach that Elder individually first, and then with one or two others.

If the problem remains unresolved, then the member, with two or three witnesses should come to the other Elders and present the charges (Matthew 18:15-16; 1 Timothy 5:19, refer to Zion's Guidelines for Restoration/ Discipline).

If the charges are sustained by a vote of a simple majority of the Elders (excluding the Elder in question) then the accused Elder, depending on the gravity of the charges and his response to correction, may be rebuked in the presence of the congregation, or may be removed from the Elder Team, or both, as the other Elders may deem appropriate.

If an Elder shows himself to be disturbing the purity, peace or unity of the church, or has admitted to changing his views regarding the Statement of Faith or, fails to live in harmony with the standards expressed in the Membership Covenant, the Elder Team may ask the Elder to resign or, if he refuses, may remove him by 75% vote of the Elder Team. The Elder Team will have the sole authority to remove another Elder.

A written notice of the proposed removal of any Elder shall be given to such Elder at least ten (10) days prior to the meeting to affect such removal to ensure that the accused Elder is given a reasonable opportunity to defend himself. The Elder shall have the opportunity to answer the charges in the presence of his accusers, but will not be present during the discussion and vote on his removal. Such removal will take place only after a passing vote of the Elder Team. The accused Elder will not have voting rights.

ARTICLE 2.02 OFFICERS

ARTICLE 2.02.A OFFICERS

Officers of the church shall be members of the Elder team and not currently serving pastors. The officers shall consist of a chairman, vice chairman, secretary, treasurer and such other officers as deemed necessary by the Elders. The Secretary and Treasurer may be one person.

ARTICLE 2.02.B ELECTION

The officers of the church shall be elected by a passing vote of the Elders, and shall serve terms of at least two (2) years. Officers may be re-elected for two consecutive terms.

ARTICLE 2.02.c REMOVAL OF OFFICERS

Any officer may be removed from office for valid cause. A written notice of proposed removal of any officer shall be given to such officer by the secretary or by an Elder appointed by the chairman at least ten (10) days prior to the meeting at which an action to affect such removal is to be taken to ensure that the officer is given a reasonable opportunity for defense. The officer shall have the opportunity to answer the charges in the presence of his accusers, but shall not be present during the discussion and vote on his or her removal. Removal of an officer requires a passing vote of the Elders. The officer in question will not have voting rights.

Vacancies in the officers of the church by reason of death, resignation or otherwise, shall be filled by election of the Elders as soon as is reasonably possible. Until such time, an Elder may be appointed by the Chairman to serve in such vacancy.

ARTICLE 2.02.d DUTIES

ARTICLE 2.02.d.1 CHAIRMAN

The chairman shall perform such duties as are incumbent on such officer, including making certain that all orders and resolutions of the Elders are carried into effect. The chairman shall have oversight of the Elder meetings as defined in Article 2.01.H. The chairman's duties shall include, but not be limited to: establishing meetings, setting the agenda, presiding over the meetings, etc.

ARTICLE 2.02.d.2 VICE CHAIRMAN

The vice chairman shall, in the absence of a duly appointed chairman, or in the event of the chairman's inability or refusal to act, perform the duties and exercise the powers of the chairman and shall perform other duties as the Elders shall from time to time prescribe.

ARTICLE 2.02.d.3 SECRETARY

The secretary shall record or cause to be recorded in a minute book of the church minutes of all meetings of the Elders and all votes taken at such meetings. He shall have charge of the official records and seal of the church, and he shall perform such other duties as are incumbent on the office of secretary and as may be assigned by the Elders or the chairman, under whose supervision he shall be.

ARTICLE 2.02.d.4 TREASURER

The treasurer shall serve as the overseer of the financial operations of the church. Paid church staff members shall be accountable to the treasurer for the management of the financial aspects of the church. He shall perform such other duties and have other responsibilities as may be assigned to him from time to time by the Elders.

ARTICLE 2.03 STAFF

ARTICLE 2.03.A ADMINISTRATION TEAM

ARTICLE 2.03.A.1 DEFINITION

The Elders will determine the size and composition of the Administration Team to reflect the current needs of Zion Church.

Members of the Administration Team shall be Elders of the church in accordance with I Timothy 3:1-7 and Titus 1:5-9. Members of the Administration Team are Pastors, as described in Article 2.01.F, and shall serve as overseers of a significant segment of the church ministry or business operations.

The Administration Team will function as a team for the protection of the church, representing the best interests of the church Zion-wide and not simply interests of a particular ministry or campus or department. This team will make wise and efficient decisions as leaders trusted by the Elders and church members.

As granted by the Elders, the Administration Team shall hire and terminate church personnel, except for other pastors or members of the Administration Team. The Elders retain the authority to hire or terminate a member of the Administration Team in accordance with the removal of an Elder stated in Article 2.03.a.5.

As granted by the Elders, the Administration Team shall have authority to transact business, execute contracts and legally bind the church in its respective ministry and business affairs.

ARTICLE 2.03.A.2 QUALIFICATIONS

The Administration Team shall be men who meet the qualifications of an Elder in I Timothy 3:1-7 and Titus 1:5-9. In addition, they shall fully subscribe to the church's Statement of Faith and Statement of Doctrine.

ARTICLE 2.03.A.3 DUTIES

The duties of the Administration Team shall include, but not be limited to, creating cohesion around church's values and vision, consolidating church-wide teaching, unifying ministry leadership and leveraging church organization. They shall lead the church to fulfill its mission. They shall be empowered to oversee and direct the ministries and business of the church subject to the powers expressly reserved for the Elders, and subject to the limitations of law, the Pennsylvania Code for Non-Profit Organizations, the constitution and these bylaws.

The Administration Team shall supervise all employees of the church, and may delegate to them any and all duties and responsibilities they deem reasonable, subject to the rights of a person under law and contract of employment.

ARTICLE 2.03.A.4 ELECTION

The Elders will be responsible to select candidates for the Administration Team. Communication of the call of and appointment of the individual members of the Administration Team are subject to the provisions in Article 2.01.f.

ARTICLE 2.03.A.5 REMOVAL

A member of the Administration Team shall serve until his respective tenure is terminated by his or the Elder's request, or by his death or disqualification. In the event a member of the Administration Team resigns or the Elders desire his resignation, a minimum thirty-day (30) written notice shall be given by the party desiring the change unless other arrangements can be made by mutual agreement of both parties.

A passing vote of the active Elders, excluding the member of the Administration Team being removed, shall be necessary to remove any of the pastors from office. This vote must be taken at a meeting that has been called for that specific purpose.

ARTICLE 2.03.B CHURCH STAFF

All personnel employed by the church shall act in accordance with the current Elder approved Personnel Policies and Procedures Manual.

ARTICLE 2.04 DEACONS

ARTICLE 2.04.A NUMBER

The Elders shall have the sole authority to appoint the number of deacons to meet the permanent and short-term needs of the church.

ARTICLE 2.04.B QUALIFICATIONS

Deacons must be members of Zion Church, who meet the qualifications as specified in I Timothy 3:8-13.

ARTICLE 2.04.C ELECTION TERM

Deacons will serve a term of three to five years with a year off between terms as determined by the Elders.

ARTICLE 2.04.D RESPONSIBILITY

The responsibility of the deacons is not explicit within the biblical text. The overall responsibility is to assist the Elders in their care and equipping of church members to live out the core values of Zion's mission and vision.

ARTICLE 2.04.E VACANCIES

If a deacon is removed from service, either voluntarily or involuntarily, the appointment of a successor deacon is under the sole authority and discretion of the Elders.

ARTICLE 2.04.F APPOINTMENTS AND CONFIRMATION

The Elders shall have the sole authority to appoint deacons. The Elders shall communicate prospective deacons to the members no less than twenty-one (21) days prior to an Elder vote. Comments received from the church will be considered on a case-by-case basis. Confirmation of deacons will be at the final discretion of the Elders and requires a passing vote.

ARTICLE 2.04.g REMOVAL OF DEACONS

Any deacon may be removed from office for valid cause. A written notice of proposed removal of any deacon shall be given to the secretary and chairman of the Elders at least ten (10) days prior to the meeting at which an action to affect such removal is to be taken to ensure that the deacon is given a reasonable opportunity for defense. The deacon shall have the opportunity to answer the charges in the presence of his or her accusers, but shall not be present during the discussion and vote on his or her removal. Removal of a deacon requires a passing vote of the Elders.

ARTICLE III ORDINATION AND LICENSING

View the church's current training process for pastors and church planters available from any pastor.

ARTICLE IV CHURCH DISCIPLINE

Discipline within the church will be enforced following the general outline of Matthew 18:15-17. View the Guidelines for Church Restoration/Discipline available from any pastor.

ARTICLE VI INDEMNIFICATION

ARTICLE 4.01 POWER TO INDEMNIFY AND HOLD HARMLESS

Under the circumstances prescribed in section 4.03 and 4.04 of this Article, Zion Church shall indemnify and hold harmless any person who was or is a party or is threatened to be made a party of any threatened, pending or completed action, suit or proceeding, whether civil, criminal, administrative or investigative (other than any action by or in the right of the church) by reason of the fact that he is or was a director, officer, employee or agent of Zion Church, or is or was serving at the request of Zion Church as a director, officer, employee or agent of another corporation,

partnership, joint venture, trust or other enterprise, against expenses (including attorneys' fees), judgments, fines and amounts paid in settlement actually and reasonably incurred by him in connection with such action, suit or proceeding if he acted in a manner he reasonably believed to be in or not opposed to the best interests of Zion Church, and, with respect to any criminal action or proceedings, had no reasonable cause to believe his conduct was unlawful. The termination of any action, suit or proceeding by judgment, order, settlement, conviction, or upon a plea of *nolo contendere* or its equivalent, shall not, of itself, create a presumption that the person did not act in a manner which he reasonably believed to be in or not opposed to the best interests of Zion Church, and with respect to any criminal action or proceeding, had reasonable cause to believe that his conduct was unlawful.

ARTICLE 4.02 EXCEPTIONS

Under the circumstances prescribed in section 4.03 and 4.04 of this Article, Zion Church shall indemnify and hold harmless any person who was or is a party or is threatened to be made a party to any threatened, pending or completed action or suit by or in the right of Zion Church to procure a judgment in its favor by reason of the fact he is or was a director, officer, employee or agent of Zion Church, or is or was serving at the request of Zion Church as a director, officer, employee or agent of another corporation, partnership, joint venture, trust or other enterprise, against expenses (including attorneys' fees) actually and reasonably incurred by him in connection with the defense or settlement of such action or suit, if he acted in good faith and in a manner he reasonably believed to be in or not opposed to the best interests of Zion Church; except that no indemnification shall be made in respect of any claim, issue or matter as to which such person shall have been adjudged to be liable for negligence or misconduct in the performance of his duty to Zion Church, unless and only to the extent that the court in which such action or suit was brought shall determine upon application that, despite the adjudication of liability but in view of all the circumstances of the case, such person is fairly and reasonably entitled to indemnify for such expenses which the court shall deem proper.

ARTICLE 4.03 LIMITATION OF POWERS

To the extent that a director, officer, employee or agent of a corporation has been successful on the merits or otherwise in defense of any action, suit or proceeding referred to in section 4.01 and 4.02 of this Article, or in defense of any claim, issue or matter therein, he shall be indemnified against expenses (including attorneys' fees) actually and reasonably incurred by him in connection therewith.

ARTICLE 4.04 DETERMINATION TO INDEMNIFY

Except as provided in section 4.03 of this Article and except as may be ordered by a court, any indemnification under sections 4.01 and 4.02 of this Article shall be made by Zion Church only as authorized in the so specific case upon a determination that indemnification of the director, officer, employee or agent is proper in the circumstances because he has met the applicable standard of conduct set forth in sections 4.01 and 4.02. Such determination shall be made (1) by the Elder Team by a majority vote of a quorum consisting of Elders who where not parties to such action, suit or proceeding, or (2) if such a quorum is not obtainable, or, even if obtainable, if a quorum of disinterested Elders so directs, by the firm of independent legal counsel then employed by Zion Church, in a written opinion.

ARTICLE 4.05 POWER TO PAY EXPENSES IN ADVANCE OF FINAL DISPOSITION

Expenses incurred in defending a civil or criminal action, suit, or proceeding may be paid by Zion Church in advance of the final disposition of such action, suit, or proceeding as authorized by the Elder Team on behalf of the director, officer, employee, or agent to repay such amount unless it shall ultimately be determined that he is entitled to be indemnified by Zion Church as authorized in this Article.

ARTICLE 4.06 RIGHTS NOT EXCLUSIVE

The indemnification provided by this Article shall not be deemed exclusive of any other right to which the persons indemnified hereunder shall be entitled and shall inure to the benefit of the heirs, executors or administrators of such persons.

ARTICLE 4.07 SEVERABILITY

If any provision of this article or any application thereof is determined by any court, tribunal, administrative agency or other competent supervisory authority, to be invalid, unenforceable or contrary to applicable law or public policy, the remainder of this article, or the application of such provision to persons or circumstances other than those as to which it is held invalid, unenforceable or contrary to applicable law, shall not be affected thereby and shall continue in full force and effect.

ARTICLE 4.08 PROHIBITION AGAINST PRIVATE INUREMENT

In the event and to the extent any part or whole of this article is determined to be in violation of the United States Federal Income Tax laws with regard to prohibition against "private inurement" (as such term is understood in the context of United States exempt organization taxation rules) by a final non-appealable order of a court of competent jurisdiction or by any United States Internal Revenue Service action which the Church in its discretion determines not to challenge in a judicial forum, any such offending provision or if the whole of this article is determined as offending the prohibition against private inurement then the whole of this article shall be deemed ineffective so as to prevent any negative United States Federal Income Tax law consequences to the church or its tax-exempt status.

ARTICLE VII

AMENDMENTS TO THE BYLAWS

ARTICLE 5.01 NOTICE REQUIRED AND VOTING PROCEDURE

These bylaws or any provision contained herein may be altered, amended or repealed, and new bylaws may be adopted by the Elders in accordance with the provisions of Article 1.02 and 2.01.J contained herein.

CONSTITUTION



ZION CHURCH

Reidsburg Independent Zion Baptist Church

d/b/a Zion Church

A Pennsylvania Nonprofit Corporation

ARTICLE I

NAME AND AFFILIATION

SECTION 1.01 LEGAL NAME

The name of this corporation is Reidsburg Independent Zion Baptist Church. This corporation will be further referred to in this constitution as the "church." The church will do business as "Zion Church" or "Zion."

SECTION 1.02 LOCATION OF OFFICE

The principal office for business transactions of the church is 114 Zion Rd, Clarion PA. 16214; this office is located in Clarion County. The directors, here within designated the Elder Team, of the church shall have full power and authority to change the principal office from one location to another. The secretary will record any change in the location of the principal office. The Elder Team of the church shall have power and authority to establish other offices at any place where the church is qualified under applicable law to conduct its business.

SECTION 1.03 AFFILIATIONS

The church is autonomous and maintains the right to govern its own affairs, independent of denominational control. Recognizing, however, the benefits of cooperation with other churches in the fulfillment of its purposes, the church may voluntarily affiliate with other churches and conventions by a passing vote of the Elder Team. The affiliations of the church will be public knowledge in a forum approved by the Elder Team.

SECTION 1.04 NON-PROFIT STATUS AND PURPOSE

The church is a nonprofit corporation under the laws of the commonwealth of Pennsylvania so long as such ruling remains valid and applicable to the church. The exemption is granted under Internal Revenue Code 501c(3). The church is organized for both a religious and a missionary purpose.

SECTION 1.05 DISSOLUTION AND MERGERS

In the event of a voluntary dissolution of the church, the net assets of the church shall be distributed to one or more nonprofit organizations. The distribution will be in accordance with a passing vote of the Elder Team as defined in the church's bylaws. In the event of a merger of the church with another church, then the net assets of the church shall be contributed to the surviving entity.

ARTICLE II

ARTICLES OF FAITH

SECTION 2.01 MISSION

The mission of the church is to help people far from God discover life in Jesus.

SECTION 2.02 STATEMENT OF BASIC BELIEF

The following beliefs represent the core orthodox beliefs from a biblical and historical perspective. While church members are not required to fully understand or articulate all aspects of these basic beliefs, the explicit rejection of any one of these basic beliefs disqualifies one from membership in Zion Church.

Revisions of this statement to more clearly align to the Bible remain at the sole discretion of the Elder Team, with the understanding that such changes will be communicated to the members of the church.

We believe...

- the Scriptures are true, authoritative and sufficient (Psalm 19:7-11; 2 Timothy 3:16; 2 Peter 1:20-21).
- there is only one God (Deuteronomy 6:4; Isaiah 45:5-6; Isaiah 46:9-10; John 17:3; 1 Corinthians 8:4-6; 1 Timothy 2:5).
- The Father is God. The Son is God. The Holy Spirit is God. The Father is neither the Son nor the Holy Spirit. The Son is neither the Father nor the Holy Spirit. The Holy Spirit is neither the Father nor the Son (Genesis 1:26; Psalm 45:6-7; Psalm 110:1; Matthew 3:13-17; Matthew 28:17-20; 1 Corinthians 12:4-6).
- I am, along with all humanity (Christ excluded), by birth and action a sinner (Genesis 6:5; Psalm 51:5; Jeremiah 17:9; Romans 3:23; 5:8, 12-21; 7:18; Ephesians 2:1-3).
- the deserved penalty for sin is death, both physical and spiritual (Genesis 2:15-17; Genesis 3:19; Romans 5:12; 6:23; James 1:14-15).
- Jesus Christ is the eternal Son of God, was born of a virgin and is both fully God and fully human (Matthew 1:20; Luke 2:52; John 1:1-4, 14; Colossians 1:15-20; Hebrews 1:1-3).

- Jesus Christ died as my substitute to pay the penalty for my sin (John 1:29; 10:1-18; Romans 5:8; 1 Corinthians 15:1-4; 2 Corinthians 5:21; Galatians 1:4; 1 Peter 3:18).
- Jesus Christ physically rose from the dead (Matthew 28:1-20; Mark 16:1-8; Luke 24:1-53; John 1:20-21:25; 1 Corinthians 15:12-34).
- Jesus Christ physically ascended into heaven and will one day physically return (John 14:3; Acts 1:11; 1 Thessalonians 4:16; Hebrews 9:28; 1 John 3:2; Revelation 1:7).
- there will be a future physical resurrection of the dead. Those who trust in Jesus Christ alone will be raised to eternal reward. Those who have not trusted in Jesus Christ will be raised to eternal punishment (Matthew 25:31-46; John 5:28-29; Acts 24:15).
- only by trusting in the person and work of Jesus Christ alone can I be reconciled to God and experience true life and joy (John 3:18, 14:6; Acts 4:12; Romans 3:21-26; 1 Timothy 2:5-6).

ARTICLE III

GOVERNANCE

SECTION 3.01 DEFINITION

The overall policy, control, direction and management of the ministry, operations and finances of the church shall be vested in the Elder Team. The Elders are designated as the directors of this corporation as the term is used in the Pennsylvania Code for Nonprofit Corporations. Subject to the provisions and limitations of Nonprofit Corporations, this constitution and the church's bylaws, all corporate powers shall be exercised by or under the direction of the Elder Team.

SECTION 3.02 PUBLIC WORSHIP

Meetings for public worship shall be held at such times and places as may be provided for under the direction of the Elder Team.

SECTION 3.03 CHURCH BUSINESS MEETINGS

The Elder Team shall have the sole authority to call a church business meeting or special meetings as needed.

ARTICLE IV

AMENDMENTS TO CONSTITUTION

SECTION 4.01 NOTICE REQUIRED AND VOTING PROCEDURE

This constitution or any provision contained herein may be altered, amended, repealed or restated, and a new constitution may be adopted by a passing vote, as defined in the church's bylaws, at any special or regular Elder Team meeting duly noticed. Duly noticed is defined as twenty-four (24) hour pre-notification via e-mail or other communication means.