



Firm Foundation
Bible Church

Feeding, Leading & Protecting through the
Verse-by-Verse Preaching of God's Word



Bylaws

of Firm Foundation Bible Church

AUGUST 2019

Firm Foundation Bible Church Bylaws

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Article 1: Name

The name of this church is “Firm Foundation Bible Church” (hereon “Firm Foundation”).

Article 2: Purpose

The purpose of this church is to fulfill the Great Commission of our Lord Jesus Christ (Matt. 28:19–20), endeavoring to make disciples of all nations through the faithful proclamation of the gospel locally, and the support of missionaries in surrounding regions and around the world, faithfully proclaiming the whole counsel of God, and the observance of the ordinances of baptism and the Lord’s Supper through regular services of worship, Bible study, and prayer (Eph.4:11–16).

Article 3: Statement of Faith

At the Direction of the Elder Team, the Statement of Faith is supplemented and clarified by a separate document entitled “What We Teach,” which is our full doctrinal statement and can be found at <https://firmfoundationpv.org/doctrine>.

3.1 THE HOLY SCRIPTURES

We believe the Bible is the inspired, inerrant, infallible, sufficient, and authoritative word of God.

3.2 GOD

We believe in one, true God, eternally existing in three Persons: Father, Son, and Holy Spirit, each equal in essence, will, authority, power, and glory.

3.2a God the Father

We believe that God the Father orders and disposes all things according to His own purpose and grace. He is the Creator of all things. As the only absolute and omnipotent Ruler in the universe, He is sovereign in creation, providence, and redemption.

3.2b God the Son

We believe Jesus Christ is the God-man, perfect in His humanity, having been born of a virgin. He lived, died on the cross for our sins, was buried, and three days later arose from the dead. His death was the satisfactory sacrifice to pay the penalty for the sins of all who will repent and believe on Him. He now sits at the right hand of the Father making intercession for believers.

3.2c God the Holy Spirit

We believe the Holy Spirit exalts Jesus Christ, convicts men of sin, righteousness, and judgment, and indwells and empowers believers to live righteous and holy lives.

3.3 MAN AND SIN

We believe man was created by God and in His image, but Adam's sin caused separation from God for all mankind. Man is born with a sin nature and is under the sentence of death.

3.4 SALVATION

We believe salvation is the free gift of God offered to mankind by grace, not works, and received by faith in the Person and work of Jesus Christ, resulting in eternal life which cannot be lost. We believe that the Great Commission, given to us by our Lord Jesus Christ, compels us to share the gospel message with others.

3.5 THE CHURCH

We believe the church, the body of Christ, is the universal family of those who have received Jesus Christ as Savior. This universal church is made up of local churches, composed of believers who have committed themselves together for the purposes of worship, prayer, mutual edification, fellowship, and instruction in God's word. We believe there are two ordinances of the church: baptism by immersion and the Lord's Supper.

3.6 LAST THINGS

We believe there will be a resurrection of believers unto eternal life and a resurrection of unbelievers unto eternal and conscious punishment. We believe in the personal and bodily return of the Lord Jesus Christ.

3.7 MARRIAGE AND SEXUALITY

We believe that marriage was given by God as part of His common grace, and that it has no meaning other than as He has provided, namely that it is a union between one man and one woman (Gen. 2:18–24). Marriage is always a public, formal, and officially recognized covenant between a man and a woman.

We believe that God has commanded that no intimate sexual activity be engaged in outside of a marriage between a man and a woman (Heb. 13:4), and thus, any form of sexual immorality, such as adultery, fornication, homosexuality, bisexual conduct, bestiality, incest, pedophilia, pornography, any attempt to change one's gender or disagreement with one's biological gender, is sinful and offensive to God (Lev. 18:1–30; Matt. 5:28; Rom. 1:26–29; 1 Cor. 5:1, 6:9; 1 Thess. 4:1–8).

Article 4: Church Membership

4.1 QUALIFICATIONS FOR MEMBERSHIP

Any person who has received Jesus Christ as Savior, has been subsequently baptized by immersion, is in agreement with the Statement of Faith (see Article 3) and affirms the separate document, What We Teach, and these Bylaws of Firm Foundation, and has completed the application process to the satisfaction of the Team of Elders (see Section 4.2) shall be presented to the congregation for membership.

4.2 APPLICATION

In order to be received into membership, a candidate must attend a new members' class, submit a membership application, complete an interview with an elder, be approved by a vote of the Elder Team, and be affirmed by the church membership at a regularly scheduled worship service (see Section 4.3).

4.3 RECEPTION OF APPLICANTS

Upon the approval of the candidates by the Elder Team, the candidates will be presented to the congregation at a regularly scheduled worship service, in which they will affirm their membership commitments before the congregation and will then be publicly admitted into membership.

4.4 VOTING PRIVILEGES OF MEMBERS

On those matters the Elder Team submits to the church membership for affirmation, voting privileges are restricted to church members who are not under any disciplinary action, and who have passed their sixteenth (16) birthday. Membership shall not be assignable by proxy by any church member nor shall that membership vest to any personal representative, heir, or devisee.

4.5 DENIAL OF MEMBERSHIP

The Elder Team shall deny membership to anyone not qualifying for membership in accordance with the requirements set forth in section 4.1.

4.6 DUTIES OF MEMBERS

Members shall be expected to walk in Christian love and in the paths of righteousness, to exercise a mutual care for one another, to hold one another accountable in the pursuit of holiness, to promote the growth of the whole body in Christian knowledge, holiness and comfort, to seek opportunity to exercise spiritual gifts in the work of ministry; to contribute, as faithful stewards, such time, talent, and money, in the measure that Christ prospers them, to teach the Bible to their children, to seek the salvation of their family and acquaintances, to willingly submit to the oversight of the elders of Firm Foundation, and to seek counsel from them as needed.

4.7 DISCIPLINE AND RESTORATION OF MEMBERS

Members of Firm Foundation who knowingly attempt to propagate doctrine that is in opposition to the agreed upon Statement of Faith (see Article 3) and/or the separate document, What We Teach, or who engage in conduct that is in violation of Scripture as determined by the Elders, shall be subject to church discipline, including possible dismissal from the fellowship in accordance with Matt. 18:15-18.

The threefold purpose of church discipline is to glorify God by maintaining purity in the local church (1 Cor. 5:6), to edify believers by deterring sin (1 Tim. 5:20), and to promote the spiritual welfare of the offender by calling him or her to return to a biblical standard of doctrine and/or conduct (Gal. 6:1).

4.7a Procedure for Church Discipline

(1) Personal Confrontation. Any member of Firm Foundation who observes a fellow member propagating teaching that is in opposition to the agreed upon Statement of Faith or the separate document, What We Teach, or engaging in conduct that is in violation of Scripture, is obligated to confront the brother or sister in private in a spirit of love. If he or she repents, the matter is to be considered resolved (Matt. 18:15; Gal. 6:1-2; Jam. 5:19-20).

(2) Private Warning. If the erring brother or sister refuses to repent after a personal confrontation, the one who warned is then obligated to go again to the individual, this time taking along one or two elders who shall serve as witnesses to confirm that the sin has occurred, or is continuing to occur, and that the erring individual has been sufficiently warned. If at this point the erring brother or sister repents, the matter is to be considered resolved (Matt. 18:16; 1 Tim. 5:19).

(3) Public Warning. If the erring brother or sister refuses to repent after the elders have confirmed that the sin has occurred, or is continuing to occur, and that the brother or sister has been sufficiently warned according to Scriptural principles (see Matt. 18:15-18; 1 Tim. 5:19), the elders shall inform the congregation of the erring brother or sister at a regularly scheduled worship service and urge the members of the church to call the erring brother or sister to repentance (Matt. 18:17).

(4) Dismissal. If the erring brother or sister refuses to repent after the members of the church have been given sufficient time and opportunity to call him or her to repentance, he or she shall be publicly dismissed from membership at a regularly scheduled worship service and will be barred from participation in any church function. Members shall be urged to cease regular interaction with him or her unless for the purpose of calling him or her to repentance (Matt. 18:18; 1 Corinthians 5; 2 Thessalonians 3:14-15).

(5) Special Cases. Notwithstanding the foregoing, in the event of a serious and immediate threat to the church, the elders in the exercise of their discretion may proceed directly to the third stage of church discipline (see Section 4.7a(3)) or to the fourth stage of church discipline (see Section 4.7a(4)) when one or more of the following have occurred:

- (a) Where the transgression and the refusal to repent have been public, i.e. openly and to the offense of the whole church (1 Cor. 5:1–5)
- (b) Where the disciplined party has taught or otherwise disseminated doctrine deemed false or erroneous by the elders, then chosen to disregard the direction and reproof of the elders (Romans 16:17)
- (c) Where the disciplined party has been warned twice to cease from factious and divisive conduct and has chosen to disregard that warning (Titus 3:10–11).

4.7b Procedure for Restoration

If, after a brother or sister has been dismissed from membership, or at any time in the process after the third stage church discipline has been carried out (see Section 4.7a(3)), he or she heeds the warning, demonstrates repentance, and requests reinstatement or reaffirmation of good standing before the Elder Team, the Elder Team, upon satisfactory evaluation, shall publicly present the brother or sister for restoration of membership or publicly reaffirm his or her good standing, along with all rights, duties, and privileges, with the exception that no leadership position shall be granted to the brother or sister for a period of one year. In the case of an elder who has been dismissed, the office of elder shall be suspended for that member indefinitely.

4.7c Forfeiture of Resignation and/or Appeal to Civil Courts

Any member of Firm Foundation who is under church discipline proceedings as outlined in Section 4.7a forfeits the right to resign from membership. Furthermore, any member of Firm Foundation who is under church discipline proceedings as outlined in section 4.7a agrees to abstain from appealing to any civil court as the result of public statements or dismissal which may result from such proceedings in accordance with the aforementioned guidelines.

4.8 REMOVAL FROM MEMBERSHIP

Members of Firm Foundation shall only be removed from membership under the following circumstances:

4.8a At the Member's Request

Any member of Firm Foundation who is not under church discipline proceedings as outlined in section 4.7a may be removed from membership at his or her request by informing the Elder Team. If a member chooses to withdraw membership due to specific problems or disappointments with the church, the Elder Team shall attempt to resolve these matters within reason if at all possible so that the member may reconsider withdrawing and prayerfully consider retaining membership. If the matter is unable to be resolved, the Elder Team shall be available to assist in helping the brother or sister to find a church of like faith and practice that will serve him or her more effectively.

4.8b Prolonged Absence

If a member of Firm Foundation has been absent from the corporate worship of the church for a period of six months without communicating a sufficient reason (e.g. prolonged vacation or illness), and the Elder Team has attempted to reach him or her unsuccessfully, or has done so and determined that the reason for the absence is insufficient, his or her membership may be removed by the Elder Team, and, if possible, he or she will be notified by letter.

4.8c Dismissal

Any member of Firm Foundation who has been publicly dismissed from membership according to church discipline proceeding outlined in section 4.7a will be officially removed from the membership roll.

4.9 IMPOSED ABSENCE

Separate and apart from the process of church discipline, but subject to the discretion and approval of the Elder Team, a church member, non-member regular attender, or other individual may be notified that he or she is not to be present upon church premises for such a period of time as is deemed necessary for the safety and well-being of others on church premises. Such required absence may, but need not, be concurrent with church discipline of that person.

4.10 COUNSELING

We believe that the Bible affords sufficient and thorough guidance and instruction for faith and life (2 Timothy 3:16–17), therefore counsel provided by the elders of Firm Foundation, or members acting on

behalf of Firm Foundation is in accordance with Scriptural principles and methodology. While some members of Firm Foundation may be licensed professionals, when acting on behalf of Firm Foundation as pastoral or lay counselors, they do not provide the same kind of advice or services which they do in their professional practice. Therefore, members who have medical needs, significant legal or financial issues, or other technical questions, should seek help from independent professionals. Pastoral and lay counselors shall be available to assist in cooperating with such professionals and in assessing counsel from Scriptural principles. Although confidentiality is to be respected as much as possible, there are times when it is appropriate or even necessary to reveal information to others. In particular, the elders may disclose information to others in the following circumstances:

4.10a Uncertainty

When an elder is uncertain how to advise a counselee, he may seek the counsel of other elders of Firm Foundation, or elders of another like-minded church (see Prov. 11:14; 13:10; 15:22; 19:20; 20:18; Matt. 18:15–17).

4.10b Danger

When the counselee or someone involved with the issue disclosed is in imminent danger unless others intervene (see Proverbs 24:11–12)

4.10c Refusal to Repent

When the counselee refuses to repent of sin and it becomes necessary to institute disciplinary proceedings (see Matthew 18:15–18 and Section 4.7a), or to seek assistance from outside agencies (see Romans 13:1–5).

4.10d Legal Requirements

When the information disclosed by the counselee is of a nature that the law requires the counselor to report it to the proper authorities.

Article 5: Elders

5.1 DUTIES OF ELDERS

As under-shepherds of the Lord Jesus Christ, who is the Chief Shepherd, the Elders are responsible for the shepherding and oversight of the flock (1 Tim. 5:17; 1 Pet. 5:1-4). The Elder Team is the governing body of the church, and, for the purposes of doctrine, practice, policy and discipline, the Elder Team is the church's final interpretive authority on the Bible's meaning and application. While exercising authority over the membership of the church on behalf of the Lord Jesus Christ, the membership has the obligation not only to submit to that authority, but to hold the Elder Team accountable through input, affirmation, and appeal (1 Thess. 5:12-13; Heb. 13:17). All binding decisions or commitments shall be under the sole authority of the elders, albeit with the communication of such decisions and commitments to the congregation and consideration of all input and appeals.

5.2 QUALIFICATIONS OF ELDERS

The Elder Team shall consist of men who are qualified according to the biblical requirements set forth in 1 Tim. 3:1-7 and Titus 1:5-9. Only men may serve as elders, and no man may be considered for eldership before he has been a member of Firm Foundation for a minimum of 18 months, except in the case of the Pastor-Teacher, who shall become an elder immediately upon installation, or other staff pastors who may or may not serve as elders, but may become elders immediately upon installation at the discretion of the Elder Team (1 Tim. 2:12; 3:1; 5:22; Tit. 1:6).

5.3 COMPOSITION OF ELDER TEAM

The Elder Team shall be composed of both Staff Elders and Lay Elders and shall consist of a minimum of three elders at any given time, with at least one of the three being a Lay Elder, unless there are less than three qualified men in the church, in which case accountability for oversight is to be sought from the elders of a church of like faith and practice until additional elders are able to be identified and installed. The elders shall use wisdom in determining the maximum number of elders that shall make up the Elder Team at any given time, taking into account the size and number of qualified men.

5.4 SELECTION, AFFIRMATION, AND TENURE OF ELDERS

At the discretion of the Elder Team, men who are believed to meet the biblical qualifications for the office of elder, and who have been members of Firm Foundation for a minimum of 18 months (see Section 5.2), may be selected to participate in an application process, upon which the elders may approve the candidate. The candidate shall then be presented to the congregation three weeks prior to an installation service. Should the congregation not affirm the candidate, the elders shall reevaluate his candidacy. Provided an elder meets all biblical requirements for service in that capacity, there are no required, or defined, limits on his term of office.

5.5 REMOVAL OF ELDERS

Elders shall be removed from office at any regular or special meeting of the Elder Team only under the following circumstances:

5.5a Personal Request

An elder may resign from office at any time by submitting written notice to the Elder Team.

5.5b Decision of Elder Team

If the Elder Team determines that an elder has violated, or is not functioning according to the requirements set forth in 1 Tim. 3:1-7 and Tit. 1:5-9, or that he is no longer mentally or physically capable of performing the duties of the office, he may be removed from office immediately by a unanimous vote of the Elder Team, with the elder in question being excluded from the vote.

5.6 MEETINGS OF ELDER TEAM

The Elder Team shall meet at least once per month on a mutually agreed upon day/time. A special meeting may be convened at the call of the Chairman or Pastor-Teacher, or any two members of the Elder Team. Notice of the meeting shall be given to all Elders prior to its convening.

5.6a Chairman

Chairmanship of the Elder Team shall be determined by the Elder Team on a rotating basis.

5.6b Quorum

A simple majority of the Elder Team shall comprise a quorum. Under no circumstances shall a meeting be held with less than a quorum. Elders may participate in meetings through the use of conference calls or similar means, provided that all the elders participating are able to hear one another.

5.7 DECISIONS OF THE ELDER TEAM

All decisions made by the Elder Team shall be made by unanimous vote of all elders present, in a spirit of humility, with each elder regarding one another above himself. Only in the case of a vote to remove an elder from office (see section 5.4b), or to determine or amend the compensation of a staff elder, shall the elder with whom the issue is in regard be excluded from the vote.

5.8 ACTION WITHOUT MEETING

Any action required or permitted to be taken by the Elder Team may be taken without a meeting if all members of the Elder Team shall individually or collectively consent. Such consent or consents shall have the same effect as a unanimous vote of the Elder Team and shall be documented in the minutes of the next scheduled meeting of the Elder Team.

5.9 RIGHTS OF INSPECTION

Every elder shall have the absolute right at any reasonable time to inspect and copy all books, records, and documents of every kind related to the Corporation and to inspect the physical properties of the Corporation of which such person is an elder, for a purpose reasonably related to such person's interest as an elder.

Article 6: Diaconate

6.1 DUTIES OF DIACONATE

The diaconate shall bring considered recommendations to the Elder Team concerning ministries and provide a wider base of counsel to the Elder Team, having the oversight of specific ministries. The diaconate shall be under the oversight of the elders and accountable to the Elder Team in all

matters. Deacons shall assist the elders in the shepherding of the saints, assist the Pastor-Teacher at Communion and baptismal services, aid in the general spiritual care of the church, and perform other duties as assigned by the Elder Team. Deaconesses shall prepare the Communion elements, assist the Pastor at baptismal services and in the general spiritual care of the church, and shall assist in the care of the sick and needy.

6.2 QUALIFICATIONS OF DEACONS AND DEACONESSES

Deacons shall be church members who meet the qualifications of 1 Timothy 3:8–13 and who have been members for a minimum of 18 months. Deaconesses shall be church members who meet the qualifications of 1 Timothy 3:11 and who have been members for a minimum of 18 months.

6.3 NOMINATION, SELECTION, AND TENURE OF DIACONATE

Candidates for the diaconate shall be nominated by members of the church at the request of the Elder Team. The Elder Team shall then review, and, at its sole discretion, proceed to interview and select those who will serve as deacons or deaconesses. The Elders shall post written notice of the deacons and deaconesses currently serving. Provided a deacon or deaconess meets all biblical requirements for service in that capacity, there are no required, or defined, limits on his/her term of office.

Article 7: Pastor-Teacher and Church Staff

7.1 DUTIES OF THE PASTOR-TEACHER

The Pastor-Teacher shall arrange for and conduct all public and regular services of the church and shall be responsible for general oversight of the spiritual welfare of the church. In the absence of the Pastor-Teacher, the Elder Team (or a duly appointed Committee of the Elder Team) shall be responsible to arrange for the public and regular services of the church. As a member of the Elder Team, the Pastor-Teacher shall be accountable to his fellow elders.

7.2 ELECTION AND DISMISSAL OF THE PASTOR-TEACHER

The Pastor-Teacher shall be selected solely by the Elder Team and presented to the church membership for a vote of affirmation. Upon receiving 75% or more affirmation of the church membership, he shall

take office immediately. He shall remain in office an indefinite period of time subject to the following reservations: should issues arise that are unable to be resolved, the Elder Team reserves the right to dismiss the Pastor-Teacher upon giving him one month's written notice of its intention to dismiss. The Pastor-Teacher must give one month's notice if he intends to resign. The time limit of a Pastor-Teacher's resignation or dismissal is subject to a lesser time if both the Pastor-Teacher and the church by mutual agreement provide otherwise. Should the candidate receive less than 75% affirmation from the congregation, the elders shall reevaluate his candidacy.

7.3 CHURCH STAFF

All church staff shall be members of Firm Foundation and shall be selected solely by the Elder Team. All church staff shall be under the direct supervision of the Pastor-Teacher, or a staff pastor appointed by him, and may voluntarily resign at any time through written notification to the Elder Team, or may be terminated by the Elder Team at any time in accordance with Arizona State Law.

7.4 ASSOCIATE PASTORS

Associate Pastors shall work in cooperation with, and under the direction of, the Pastor-Teacher, or a staff pastor appointed by him. A Staff Pastor shall be selected solely by, and accountable to, the Elder Team. He shall maintain the biblical requirements for an elder, as set forth in 1 Timothy 3:1-7 and Titus 1:5-9, but may or may not serve as an elder.

Article 8: Ordination and Authorization

8.1 ORDINATION

Ordination refers to the unanimous recognition by the Elder Team of a man's call to the ministry, his preparation as a shepherd, and biblical qualification to serve. Ordination shall be conferred for life, so long as the man continues to manifest the qualifications of the office.

8.2 MARRIAGES AND WEDDINGS

Those who are appointed elders, ordained, or otherwise authorized by this church to solemnize marriages may do so, in the exercise of religious freedom, only where the participants are one man and

one woman (Gen. 2:21–24; Matt. 19:4–6; Mark 10:6–9). Church facilities may be used for weddings only where the prospective spouses are members of Firm Foundation in good standing; church facilities are not available to the general public for that purpose.

Article 9: Settlement of Disputes

9.1 GENERAL

In any dispute arising between church members, pastors, or staff pertaining to any matter of spiritual teaching or practices, church finances, or title to property purchased with church contributions, the dispute shall be resolved by the Elder Team of the church (or a duly appointed Committee of the Elder Team). A decision shall be reached after prayerful consideration, in a spirit of humility, with each elder regarding one another before himself and striving to preserve the unity of the Spirit in the bond of peace (1 Corinthians 6:1–5; Ephesians 4:1–3).

Article 10: Corporate Membership

10.1 CORPORATE MEMBERS

The Corporation shall have no members. Any action which would otherwise require approval by a majority of all members shall only require approval of the Elder Team, which serves as the Director of the Corporation. All rights which would otherwise vest in the members shall vest in the Elder Team.

10.2 MEMBERS OF THE CHURCH

Nothing contained in Section 10.1 of this Article shall be construed to limit the right of the Corporation to refer to persons associated with the Corporation as ‘church members’ even though such persons are not members of the Corporation, and no such reference in or outside of these Bylaws shall constitute anyone being a member of the Corporation.

10.3 OFFICERS

The officers of the Corporation shall be a Chairman, a Secretary, and a Treasurer. One elder may occupy both offices of Secretary and Treasurer.

10.3a Election

The officers of the Corporation shall be chosen annually by, and shall serve at, the pleasure of the Elder Team.

10.3b Removal and Resignation

Any officer may resign by personal volition, or be removed upon disqualification and removal as an Elder per Section 5.4.

10.3c Vacancies

A vacancy in any office because of death, resignation, removal, disqualification, or any other cause shall be filled in the manner prescribed in Section 10.2 for regular election or appointment to such office, provided that such vacancies shall be filled as they occur and are not required to be filled on an annual basis.

10.3d Inability to Act

In the case of absence or inability to act of any officer of the Corporation, the Elder Team may from time to time delegate the powers or duties of such officer to any other officer or other elder whom the Elder Team may select.

10.3e Chairman

The Chairman shall preside at all meetings of the Corporation.

10.3f Secretary

The Secretary shall keep, or cause to be kept, a book of minutes of all meetings of the Elder Team and related meetings, and shall keep, or cause to be kept all organizational documents of the Corporation.

10.3g Treasurer

The Treasurer shall keep and maintain, or cause to be kept and maintained, adequate and correct accounts of the properties and business transactions of the Corporation. The Treasurer shall deposit, or cause to be deposited, all monies and other valuables in the name and to the credit of the Corporation with such depositories as may be designated by the Elder Team. He shall disburse, or cause to be disbursed, the funds of the Corporation as may be ordered by the Elder Team, shall render, or cause to be rendered, to the Chairman and the Elders, whenever they request it, an account of all the transactions and of the financial condition of the Corporation, and shall have such other powers and perform such other duties as may be prescribed by the Elder Team. He shall make, or cause to be made, the financial reports at each regular Elder Team meeting and at any meetings of church members where such financial reports are to be provided, and shall keep, or cause to be kept, a record of all individual donations received by the Corporation.

Article 11: Corporate Records and Reports

11.1 RECORDS

The Corporation shall maintain adequate and correct accounts, books, and records of its business and properties. All such books, records, and accounts shall be kept at its principal place of business in the State of Arizona, as fixed by the Elder Team from time to time.

11.2 FISCAL YEAR OF THE CORPORATION

The fiscal year of the Corporation shall begin on the first day of January and end on the last day of December each year.

Article 12: Receipt, Investment, and Disbursement of Funds

12:1 RECEIPT OF FUNDS

The Corporation shall receive all monies or other properties transferred to it for the purposes for which the Corporation was formed (as shown by the Articles of Incorporation). However, nothing contained herein shall require the Elder Team to accept or receive any money or property of any kind if it shall determine in its discretion that receipt of such money or property is contrary to the expressed purposes of the Corporation as shown by said Articles.

12.2: MANAGEMENT OF FUNDS

The Corporation shall hold, manage, and disburse any funds or properties received by it from any source in a manner that is consistent with the expressed purposes of this Corporation. This Corporation is not organized for the private gain of any person or officer, except that the Corporation shall be authorized and empowered to pay reasonable, measurable and verifiable competitive compensation for services rendered to the Corporation.

Article 13: Miscellaneous Provisions

13.1 ENDORSEMENT OF DOCUMENTS, CONTRACTS

The Elder Team, except as in the Bylaws otherwise provided, may authorize any officer or officers, agent or agents, to enter into any contract or execute any instrument in the name of and on behalf of the Corporation. Such authority may be general or confined to specific instances. Unless so authorized by the Elder Team, no officer, agent or employee shall have any power or authority to bind the Corporation by any contract or agreement, or to pledge its credit, or to render it liable for any purpose or to any amount.

13.2 INSTRUMENTS IN WRITING

All checks, drafts, demands for money and notes of the Corporation and all written contracts of the Corporation shall be signed by such officer or officers, agent or agents, as the Elder Team may from time to time by resolution designate.

13.3 AMENDMENTS

These Bylaws may be amended, and new and additional Bylaws may be made from time to time at any time by the Elder Team in the exercise of the power granted to said Elder Team in these Bylaws. Whenever an amendment or new Bylaw is adopted, it shall be copied in the book of minutes with the original Bylaws, in the appropriate place. If any Bylaw is repealed, the fact of repeal with the date of the meeting at which the repeal was enacted or written assent was filed shall be stated in said book.

13.4 PROHIBITIONS

This corporation shall not carry on any activities not permitted to be carried on by a corporation exempt from Federal income tax under Section 501(c)(3) of the IRS code.

Article 14: Dissolution

Upon dissolution of this Corporation, all of the assets remaining after payment of, or provision for, all of its liabilities shall be distributed or transferred to one or more exempt organizations, described in section 501(c)(3) of the Internal Revenue Code, who hold similar purposes with this corporation as identified in Article 2 of the bylaws.

Certificate

I, the undersigned, being the Secretary of Firm Foundation Bible Church, do hereby certify that the above Bylaws were adopted as the Bylaws hereof on the **13** day of **August, 2019** by the Elder Team of said Corporation in a regularly called meeting on the same date, to wit, the **13** day of **August, 2019**.

In witness whereof, I have hereunto set my hand this **13** day of **August, 2019**.



Roger Ricketts