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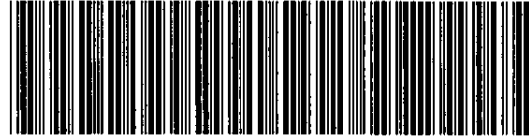
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16 JAN 12 AM 8:10

COVER LETTER

Department of State
Division of Corporations
P. O. Box 6327
Tallahassee, FL 32314

SUBJECT: Visualizing the Harvest, Inc.

(PROPOSED CORPORATE NAME – MUST INCLUDE SUFFIX)

Enclosed is an original and one (1) copy of the Articles of Incorporation and a check for:

☐ \$70.00
Filing Fee

☒ \$78.75
Filing Fee &
Certificate of
Status

☐ \$78.75
Filing Fee
& Certified Copy

☒ \$87.50
Filing Fee,
Certified Copy
& Certificate

Extra Pgs
ADDITIONAL COPY REQUIRED

FROM: Alliene Johnson 12/26/2015

Name (Printed or typed)

2348 Aquilos Ave. SE

Address

Palm Bay, FL 32909

City, State & Zip

321.802.5191

Daytime Telephone number

apostlealliene@outlook.com

E-mail address: (to be used for future annual report notification)

NOTE: Please provide the original and one copy of the articles.

Visualizing the Harvest, East Coast FL Inc. – Constitution & By-Laws,

CONSTITUTION

Article I - Name

The Corporate name of the church (incorporated according to the laws of the State of Florida) shall be Visualizing the Harvest, East Coast Florida, Inc.

Article II Principal Office

2348 Aquilos Ave. SE
Palm Bay, FL 32909

Article III - Purpose:

The purpose for which the corporation is organized is:

1. To establish and maintain a place of worship of Almighty God, who has revealed to us in the Scriptures as our Heavenly Father and the Lord Jesus Christ, His only begotten Son through the Holy Spirit.
2. for the promotion of Christian fellowship and edification.
3. To obey and carry out The Great Commission to our capacity. (Matt. 28:18-20, Mark 16:15-20, Acts; 1:8, 8:4)
4. To ameliorate our communities through use of talents, all resources equitable to embracing biblical principles, scriptural morals and higher standards of living through community outreach.

Article IV - MANNER OF DIRECTORS ELECTION

All positions of board members, advisers, directors, elders, deacons of the church will be voted in by Senior Pastor/Co-Pastor and current board and approved by overseer teams JohnSaba.or/Heart of Jesus Ministries leadership teams. Electives will be elected by a two-thirds vote. Positions will exist for a three year period at which time can be reviewed and re-elected to position.

All positions seeking election must be in good-standing of all constitutions and bylaws as set forth in all articles of Visualizing the Harvest, Inc.

16 JAN 12 AM 8:10

Article V – CORPORATE OFFICERS/DIRECTORS NAMES

The corporate officers of the congregation shall be the Chairman of the Corporation, which is the Senior Pastor/Co-Pastor or proxy person appointed by the senior pastor/co-pastor who will have the authority to act as corporate President;

Election and Period of Service

Secretary of the Corporation; Treasurer of the Corporation and Directors shall be elected by a two-third vote consisting of Senior Pastor/Co-Pastor and residing board election; this election will serve for a period of two years and shall automatically renew for successive two year terms until terminated as provided in this document.. The Elders together with the Senior Pastor/Co-Pastor or appointed proxy by Sr. Pastor/Co-Pastor serve as the governing Board of Directors.

A. Chairman of the Corporation – Hamp H. Johnson
2348 Aquilos Ave. SE
Palm Bay, FL 32909

The Senior Pastor/Co-Pastor shall be the President and Chairman of the Corporation. The Chairman of the Corporation is responsible for discharging the duties of the office in a manner consistent with the bylaws, the requirements for covenant membership, and the best interests of the congregation.

If the office of Senior Pastor is vacant, Co-Pastor will act in fulfillment of set role of Senior Pastor; if both parties are vacant the Network leadership Team, with counsel from the appointed advisers, will appoint an Acting Chairman who will serve until a replacement is discerned.

B. Secretary of the Corporation – Alliene R Johnson
2348 Aquilos Ave. SE
Palm Bay, FL 32909

The Secretary of the Corporation shall be an Elder/Adviser appointed by the Elder Team as its representative. The term of office shall be two years and shall automatically renew for successive two year terms until terminated as provided in this document. The Secretary of the Corporation is responsible:

1. To attend all meetings of the Elders
2. To maintain the minutes of Elders' meetings and congregational members' meetings.

C. Treasurer of the Corporation

The Senior Pastor/Co-Pastor and Elders shall appoint the Treasurer of the Corporation. The term of office shall be two years and shall automatically renew for successive two-year terms or until terminated as provided in this document. The Treasurer of the Corporation is

accountable to the Senior Pastor/Co-Pastor and Elders to assure that the following duties are properly discharged.

1. To oversee all funds of the congregation and deposit those funds in a reliable banking institution approved by the Elders and Finance Team
2. To see that all bills are paid by properly authorized means at the request of the Finance Team or Senior Pastor
3. To see that accurate records are kept of all receipts and disbursements.
4. To prepare a regular financial report and an annual report.

ARTICLE VI – Name and Address of Registered Agent

Alliene Johnson
2348 Aquilos Ave. SE
Palm Bay, FL 32909

Alliene Johnson 12/26/2015
Alliene Johnson Signature

Article VII – Name and Address of Incorporator

Alliene Johnson
2348 Aquilos Ave. SE
Palm Bay, FL 32909

Alliene Johnson 12/26/2015
Alliene Johnson Signature

Note: Treasurer to be elected within one month of approved INC.

Article VIII - Affiliation:

While maintaining its inherent rights of sovereignty in the conduct of its business, the church shall be affiliated with like-minded non-denominational churches, org. and affiliates in agreement with bylaws and constitutions set forth in this Inc.

Article X - Article of Faith:

Section 1 – (The Holy Trinity)

We believe there is only one God, eternally existent in three persons: The Father, The Son, and The Holy Spirit.

A. THE FATHER

God the father is eternal, omniscient, omnipresent, and omnipotent. His love and mercy was manifested in the atoning death of His only begotten son on Calvary.

B. THE SON

We believe in the deity of our Lord Jesus Christ, His virgin birth, His sinless life, His miracles, His crucifixion, His bodily resurrection and ascension to the right hand of the Father, and His personal return in power and glory.

C. THE HOLY SPIRIT

The Holy Spirit is the third person in the Holy Trinity, who convicts the world, of sin, of righteousness, and of judgment; indwells in believers, teaching and guiding them into all truth.

Section 2 – Inerrancy of the Holy Scriptures

Bible is our all-sufficient rule for faith and practice. We believe that the Old and New Testament Scriptures are verbally inspired by God, inerrant and infallible in their original writings, and that they are the supreme and final authority for faith and practice.

Section 3 – Total Depravity of Man

We believe that man was originally created in the image of God, but that the whole human race was separated from God in the sin of Adam, thereby incurred not only physical death but also spiritual death.

Section 4 – Salvation of Man

Man's redemption is only through the shed blood of Jesus Christ, the Son of God.

A. Conditions to Salvation:

Salvation is received through repentance toward God, confession by mouth, and faith toward our Lord Jesus Christ, His Son (Romans 10:9)

B. The Evidence of Salvation:

The inward evidence of salvation is the direct witness of the Spirit. (Romans 8:16). The outward evidence of salvation is a life of righteousness and true holiness. (Ephesians 4:24, Titus 2:12)

Section 5 – Divine Healing

We believe that divine healing is an integral part of the Gospel. Deliverance from sickness is provided for in the atonement, which is the privilege of all believers.

Section 6 – Sanctification

We believe that sanctification is an act of separation from that which is evil and of dedication unto God. The Bible teaches a life of holiness, without which no man shall see the Lord. "Be Holy, for I am Holy" (1 Peter 1:16).

Section 7 – The Baptism in the Holy Spirit

We, believers, are entitled to and shall earnestly seek the promise of the Father, the baptism in the Holy Spirit according to the command of our Lord Jesus Christ. This experience is distinct from and subsequent to the experience of the new birth, which is witnessed by the initial physical sign of speaking with other tongues as the Spirit of God gives utterance.

Section 8 – Ordinances

The Ordinances of the Church are:

A. Water Baptism

This ordinance shall be by immersion in the name of The Father, The Son and of The Holy Spirit. It shall be administered to all those who give clear evidence of their new birth.

B. Lord's Supper

The Lord's Supper shall be observed regularly in the Church.

If a believer abstains from the Lord's Supper, the pastor in consultation with the elders of the church should contact the person as soon as possible and ascertain the reason for such abstinence. The Pastor/Co-Pastor and the elders should take immediate steps in bringing reconciliation and the believer will be able to take part in the sacrament on the next available date. As the spiritual head of the congregation, the Pastor/Co-Pastor should take a leading role to ensure that all believers regularly take part in this sacrament.

C. Foot Washing The sacrament of Foot Washing submits a believer to have a part with the Lord. The teachings underlying this sacrament are love, holiness, humility, forgiveness, and service. All believers who are baptized must have their feet washed once in the name of the Lord Jesus. Mutual foot washing may be practiced whenever is appropriate.

ARTICLE XI - MEMBERSHIP

Individuals are eligible for membership of the church who give evidence of personal relationship and living faith in the Lord Jesus Christ, and who voluntarily subscribe to its biblical doctrinal statements and agree to being governed by its Constitution and Bylaws as here in set forth by the Holy Bible in action of this established expectations of this church.

A. the Elder Team may establish a requirement attendance at instruction classes and the Senior Pastor/Co-Pastor may waive the requirement when it has been determined that such instruction is unnecessary.

B. Requirements for Membership

Membership is open to anyone who:

1. Attends consistently for a period of time and understands and agrees with the vision and direction of the church.
2. Member is willing to come under the spiritual leadership of this fellowship and has satisfactorily dealt with past commitments.
3. I commit to following Jesus in my daily life. I have personally received Jesus Christ as my Savior and Lord through repentance and faith and I acknowledge Jesus as the only way of salvation.
4. Public Testimony – Willingness to testify of the conversion experience through believers' water baptism, public proclamation, and life of holiness and obedience to God's Word.
5. Authority of Scripture – Acceptance of the Bible, the infallible Word of God, as the final authority in the believer's life; commitment to Bible study and personal prayer.
6. Body Ministry – Commitment to regular attendance; willingness to support the needs of the congregation with gifts, talents, and time.
7. Committed Relationship – Willingness to give and receive encouragement, exhortation.
8. Financial Support – Commitment to establish and maintain a process of systematic giving.
9. Small Groups – Understands that the small group ministry is to provide both pastoral care and avenues of outreach for our congregation. Our goal is for every member to be an

integral part of the small group network in receiving care, reaching the harvest, and assimilating new people into the life of our fellowship.

10. Holy Spirit – Recognizes that Jesus continues to baptize with His Spirit and that all the gifts of the Holy Spirit are operative today.

11. Church Leadership – Willingness to lay down personal agendas to support and submit to the vision and counsel of church leadership.

Understands the church of Jesus Christ is not a democracy but is led by leaders called and anointed by God.

12. Unity Builder – Works to strengthen the unity of the congregation. Is in agreement and supportive of the Bylaws, vision, and leadership of this church.

Terms of Membership (Sample Two)

1. I commit to following Jesus in my daily life. I have personally received

Jesus Christ as my Savior and Lord through repentance and faith and I acknowledge Jesus as the only way of salvation.

2. I commit to fulfill my baptismal vows of surrender and service to God. I have sealed my covenant with God through a public testimony of believers' water baptism.

3. I commit to obey the Scriptures as the authority in my life. I accept the full authority and inspiration of all Scripture.

4. I commit myself to develop my relationship with the Holy Spirit and to be led by Him. I embrace the truth of being baptized in the Holy Spirit and His gifts in my life.

5. I commit to protect the unity of my church:

a. By acting in love towards others

b. By refusing to gossip and following Matthew 18:7 in my relationships

c. By following the vision and the counsel of the leaders

d. By walking in forgiveness when offended

6. I commit to share the responsibility of my church:

a. By praying for its growth and health

b. By inviting the unchurched to attend

c. By welcoming and caring for those who come

d. By discovering and using my gifts and talents

7. I commit myself to grow spiritually by developing habits of:

- a. Regular time with God's Word
- b. Regular times of prayer
- c. Regular tithing
- d. Regular fellowship in church and small groups

8. I commit my support to the vision, values, and purpose of my church and its leadership.

D. Transfer of Membership

1. At the request of the departing member, the Senior Pastor/Co-Pastor may grant a letter of transfer.

ARTICLE XII – CONGREGATIONAL MEETINGS

A. Annual Meeting

1. An annual members meeting will be held once a year in the month of April. The meeting will be announced at least two weeks in advance through the church bulletin. Other notice is not required.

2. The annual budget will be presented; reports from various ministries may be given, new ministry leaders presented, vision shared, and other items covered that the Senior Pastor/Co-Pastor may add to the agenda.

3. The Senior Pastor will normally chair the meeting.

4. Other special meetings may only be called by the combined approval of the Senior Pastor/Co-Pastor and Elders.

Article XIII - TITHES & OFFERINGS

The Church shall be financed by the tithes, offerings and voluntary contributions of the members and well-wishers. We believe that a Christian is required to be faithful in what God has entrusted to him (I Corinthians 4:2), and to contribute as God has prospered him (I Corinthians 16:2).

ARTICLE XIII – AFFILIATION

This congregation is affiliated with the JohnSaba.org ministries and Heart of Jesus Ministries for oversight and accountability.

The Senior Pastor/Co-Pastor and Elder Team are responsible for the vision, budget, finances, facilities, programming, and administration of the life of the congregation.

The Overseer provides counsel, support, accountability, pastoral candidate screening, and oversight to the Senior Pastor/Co-Pastor and his team. The Overseer also provides structural accountability and authority in case of internal congregational crisis.

This congregation accepts the vision, values, and goals of the JohnSaba.org ministries and Heart of Jesus Ministries Churches as outlined in its manual.

B. Decision Making

1. Congregational decisions which involve primary or vision issues will normally be made by the Senior Pastor/Co-Pastor and the Elder Team, or in the alternative within various departments of church leadership as may be delegated by the Senior Pastor and the Elder Team.

2. At the sole discretion of the Senior Pastor and the Elder Team, the following ministry positions and matters may be brought before the full congregation for affirmation: toward appointment or for further discernment:

a. Pastors/Co-Pastor, Elders, Youth Leader, Children's Director

b. Building purchase or expansion

3. Members do not vote; Instead, on matters brought to the congregation for discernment, there will be opportunity to respond personally to the pastor, to a designated person, or by some type of response card. After a set period of time, the Senior Pastor/Co-Pastor and Elder Team will discuss the discernment received and make the final decision. The decision will be announced to the congregation or published in some form.

4. Final authority in all decision making rests with the Senior Pastor/Co-Pastor except where designated to the Overseer or JohnSaba.org/Heart of Jesus Ministries.

SENIOR PASTOR/CO-PASTOR

A. Function

1. Every government has a head. The mantle of leadership rests upon a man and God raises up a team of fellow Elders to support and help carry out his vision. (Num. 27:15-17; Eze. 34:23, Ex. 18:17-26; Deut. 1:9-17)

2. The Senior Pastor/Co-Pastor is recognized as the "first among equals". He is the lead Elder. He carries the final authority and responsibility. (Acts 12:17; 15:4-7; 12, 13, 22; 21:17-28)

3. The Senior Pastor/Co-Pastor is responsible to see that the flock is being cared for properly. He carries the primary vision and mantle for the local church. The Senior Pastor/Co-Pastor

directs the duties of other pastors and staff. See management structure for specific requirements and responsibilities.

4. The Senior Pastor/Co-Pastor is directly accountable to the Overseer. There is a level of relational accountability to the Elders as well. The Elders can appeal to the overseer if needed.

B. Appointment

1. When a Senior Pastor/Co-Pastor needs to be chosen for the congregation, the Elders/advisers will serve as the Search Committee. Several lay people from the congregation may also be included on the committee. The search process will be under the oversight, direction, and participation of the Overseer. One of the Elders or Overseer shall serve as the chairman.

2. The Search Committee will write a job description with salary guidelines. They will seek candidates first from the congregation, then the network, then from other sources.

3. In addition to the committee's interview process, a serious candidate will need to be screened and approved by the JohnSaba.org/Heart of Jesus leadership and/then congregation. The official members of the congregation shall have the opportunity to fill out response cards with their discernment. The Search Committee and Network Leadership Team will then make the final decision.

C. Term

The term for the Senior Pastor/Co-Pastor shall be three years and shall automatically renew for successive three year terms until terminated as provided in this document. The Overseer may provide a formal or informal review at the end of each term. The Overseer may choose to involve the Elders in the review process. If circumstances warrant it, a review can be done earlier.

1. The term can be ended in light of the following: The Pastor/Co-Pastor submits his written resignation. The congregation shall be notified a minimum of thirty days prior to the effective date of resignation.

2. The Overseer, at the request and counsel of the Elders, and Network Leadership Team calls for it because of serious moral failure, insubordination, heresy, or if the pastor is not fulfilling or cannot fulfill, the requirements of the office. Depending on the situation, immediate resignation may be requested by the Overseer after consulting with the Network Leadership Team and local

Elders. 3. The Pastor/Co-Pastor can appeal to the JohnSaba.org/Heart of Jesus leadership Team but must abide by its decision.

ARTICLE XV – ASSOCIATE PASTORS/ASSISTANT PASTORS/MINISTRY LEADERS

A. Function

1. Each pastoral role is to have a clear job description with a designated length of term for review.
2. Pastors need to have the vision of the Senior Pastor/Co-Pastor. (Num. 11:16-17)
Vision and direction flow from the Senior Pastor. Primary vision does not originate from the Pastors but they share a partnership with the Senior Pastor/Co-Pastor in carrying it out.
3. Serves under and accountable to the Senior Pastor/Co-Pastor.

B. Appointment

1. The Senior Pastor/Co-Pastor, in consultation with the Elder Team, can recommend a person to the congregation or a Search Committee can be formed to find a leader. The Search Committee can either be the Elder Team or a combination of Elders and lay people. The Senior Pastor or person he designates will chair the committee.
2. The Senior Pastor/Co-Pastor, in consultation with the Elder Team, will write a job description and, if needed, salary guidelines, with guidance from the Finance Team. They will seek candidates first from the congregation; then the Network; then from other sources.
3. The person being considered will then be presented to the congregation for approval. After a comment period, the Senior Pastor/Co-Pastor, in consultation with the Elder Team, will make the final decision. The person called and affirmed will be publicly credentialed through the laying on of hands.
4. If the person being called will be ordained, he needs to be screened and approved by the Network Leadership Team.
5. Other than the Senior Pastor position, each congregation, in consultation with the Network Overseer, will take care of its own licensing using the JohnSaba.or/Heart Jesus Ministries team. Term

The term of office shall be two years and shall automatically renew for successive two-year terms until terminated as provided in this document. A review will be provide on an annual (or biannual) basis. The review will be done by the Senior Pastor/Co-Pastor or designated leader. If circumstances warrant, a review can be done at any time.

The term can be ended in light of the following:

1. The Pastor/Ministry Leader submits his/her written resignation. The congregation shall be notified a minimum of thirty days prior to effective date of resignation.

2. The Senior Pastor, in consultation with the Elder Team, calls for it because of serious moral failure, insubordination, or if the person is not fulfilling, or cannot fulfill, the requirements of the office. Depending on the situation, immediate resignation may be requested by the Senior Pastor.

3. Credentials can be revoked according to guidelines set forth by the JohnSaba.or/Heart of Jesus Ministries leadership team. Senior Pastor and Leader must abide by the decision of the Overseer.

ARTICLE XVI – ELDERS

A. Function

1. The Elders serve along with the Senior Pastor/Co-Pastor as the Board of Directors of the corporation. The New Testament teaches that the Elders are the governing authority in the local congregation. God's theocratic rule operates through a team of leaders called Elders with a Senior Pastor/Co-Pastor as the lead Elder who leads the team. In a new church, a temporary leadership team can fulfill this role until Elders are discerned and set in office.

2. All New Testament churches had a plurality of Eldership (Acts 11:30; 14:23;

14; 23; 15:2, 4, 6, 22, 23; 16:4; 20:17; 21:18; James 5:14; I Tim. 5:17; I Peter

5:1; Phil. 1:1; Titus 1:5)

3. Elders need to have the vision of the Senior Pastor/Co-Pastor (Num. 11:16-17). Vision and direction flow from the Senior Pastor/Co-Pastor. Primary vision does not originate from the Elders but they share a partnership with the Senior Pastor/Co-Pastor in setting it. Elders are accountable to the Senior Pastor.

4. Elders are to assist the Senior Pastor/Co-Pastor in the implementation of his vision. Elders are to help rule, shepherd, and instruct.

5. Loyalty to the Pastor/Co-Pastor and his vision is a prerequisite for every Elder. Elder

Teams function well when the Elders love, honor, and respect the Senior Pastor/Co-Pastor and when he loves, honors, and respects the counsel of his Elder Team.

6. The Senior Pastor and/or /Co-Pastor should chair the Elders' meetings.

The Elders should not convene for business or decision making without the presence or permission of the Senior Pastor and/or /Co-Pastor. If no consensus is reached on a matter, the Senior Pastor/Co-Pastor can make the final decision.

B. Appointment

1. When the Senior Pastor/Co-Pastor, in consultation with the Elder Team, believes a church member is performing, or is capable of performing, the function of an Elder, he will interview the candidate to determine qualifications, call, and willingness to serve.
2. After the evaluation process is completed, the person will be recommended to the congregation as a potential Elder. After the comment period, allowing the congregation time to respond, the Senior Pastor/Co-Pastor and Elder Team will formalize the decision by the laying on of hands in a public service.
3. For new churches establishing the first Elder Team, the Overseer will help in the choosing and setting in of the first Elders.

C. Term

1. The term of office shall be two years and shall automatically renew for successive two-year terms until terminated as provided in this document. The Senior Pastor/Co-Pastor will give a formal or informal review every two years. He may choose to involve the Overseer in the review process. If warranted, a review can be done earlier.

The term can be ended in light of the following:

2. The Elder submits a written resignation.
3. The Senior Pastor/Co-Pastor, in consultation with the Elder Team, calls for it because of serious moral failure, insubordination, or if the Elder is not fulfilling, or cannot fulfill, the requirements of the office. Depending on the situation, immediate resignation may be requested.
4. The Elder can appeal to the Overseer but must abide by the decision of the Overseer. The congregation shall then be notified.
5. Elders may volunteer to be placed in inactive status if they feel they are temporarily unable to fulfill all the responsibilities of the position. For example, an Elder could request inactive status during an extended recuperation period for a medical condition. The Senior Pastor/Co-Pastor, in consultation with the Elder Team, will consider the request.

ARTICLE XVII - TREASURER/TRUSTEE/FINANCE TEAM/FACILITIES TEAM

A. Function

These offices are responsible for financial management and the oversight of church property(s).

These individuals are responsible for discharging the duties of their office in a manner consistent with the Bylaws, the requirements for membership, and the best interests of the congregation.

These offices are to carry out and administrate the vision and wishes of the Senior Pastor and Elder Team. The Senior Pastor/Co-Pastor, with the consultation of the Elder Team, carries the final authority over the budget, finances, programming, staffing, and land and building purchases.

The Trustee Chairman, Treasurer, Finance Chairman, and Facilities Chairman are directly accountable to the Senior Pastor/Co-Pastor.

The Senior Pastor/Co-Pastor, in consultation with the Elder Team, may authorize any officer

B. Appointment

1. Appointed by the Senior Pastor/Co-Pastor, in consultation with the Elder Team. The

Senior Pastor/Co-Pastor, in consultation with the Elder Team, may choose a chairman to oversee each department.

C. Term

1. A set term is defined in each job description. The Senior Pastor/Co-Pastor or leader he/she designates will review each appointment at the end of the term.

ARTICLE XVIII – ALL OTHER POSITIONS

Other ministry leaders will be chosen or approved by the Senior Pastor/Co-Pastor, Elder Team, or Ministry Leaders. Each will be given a job description with a designated length of term. The Senior Pastor/Co-Pastor can remove a person from any position at his/her discretion.

ARTICLE XVIII – EMPLOYEE VALUES

The (Visualizing the Harvest) believes that the breadth of its ministry is directly related to the depth and sincerity of commitment to Jesus Christ demonstrated by each employee. The Church also believes that the effectiveness of its public ministry is directly related to the authenticity and pervasiveness of private faith commitment by each employee. The

Church believes in the Biblical truth of “a little leaven leavening the whole loaf” which must guide the careful selection of its staff. The Church believes that the Biblical analogy of the human body to the body of Christ and the essentiality of each member maintaining an organic relationship to the head is directly applicable to the Church and its employees. This truth requires that each employee have and maintain real and vibrant fellowship with Jesus Christ as their Lord and Savior. Therefore, each employee is regarded as a full-time ambassador of Jesus Christ and the Church. All employees shall behave on and off the job in a manner consistent with demonstrating the message, mission, and character of Jesus Christ. Each employee shall pray for the Church, its staff, its ministries and its public constituency on a regular basis. Each employee shall participate in staff devotional activities as his other duties

permit and shall be prepared to pray with and provide biblical counsel to those seeking ministry services, if and when periodically requested by his supervisor.

ARTICLE XX – PROPERTY

This church shall have the right to purchase or acquire by gifts, bequests, or otherwise, either directly or as a trustee, to own, hold in trust, use, sell, convey, mortgage, lease, or otherwise dispose of any real estate or chattels that may be necessary for the furtherance of its purpose. The President and the Secretary of the corporation shall certify in such conveyance, deed, lease, or mortgage, or hypothecation that the same has been duly authorized by the Board. Such certificate shall be held to be conclusive evidence thereof.

ARTICLE XXI - LIMITATION OF LIABILITY AND INDEMNITY

LIMITATIONS OF LIABILITY - No person shall be liable to the corporation on account of any action taken or omitted to be taken by him in good faith as a director, officer, member of a committee, agent or employee of the corporation, if, in respect thereto, he used or exercised the same degree of care and skill as a prudent person would have used or exercised under the circumstances in the conduct of his own affairs. Without limitation on the foregoing, any such person shall be deemed to have used and exercised such degree of care and skill if he took or omitted to take such action in reliance in good faith upon advice of counsel for the corporation, or reports or information made or furnished to the corporation by any of its officers, accountants, engineers, appraisers or other experts employed by the corporation, and selected, with reasonable care by the Board of Directors, an authorized officer, or committee of the corporation.

INDEMNITY – The corporation shall indemnify and hold harmless each director, officer, member of a committee, agent or employee of the corporation and each person who at any time acted in such capacity and his heirs, devisees, personal representatives and assigns, against all liability, loss, damage, judgments, expenses, and cost, including attorney's fees imposed on or incurred by him in connection with any claim asserted against him, by legal proceeding (civil or criminal) or otherwise by reason of his being or having been such director, officer, member of a committee, agent or employee of the corporation, except in relation to matters as to which he shall have been adjudged guilty of negligence or misconduct in the performance of his duty; provided, that the corporation shall be given reasonable notice of the assertion or institution of such claim or proceeding, and, in the event the same shall be settled, in whole or in part, otherwise than by a judgment, the corporation or its counsel shall consent to such settlement and it shall be determined by its counsel or found by a majority of the Board of Directors then in office and not involved in such controversy, that such settlement was to the best interest of the corporation, and the person to be indemnified was not guilty of negligence or misconduct in respect to the matter in which indemnity is sought. If the corporation has not theretofore fully indemnified any such person, the court having jurisdiction of any action instituted by such person on his claim for indemnity,

may assess indemnity against the corporation, or its receiver, trustee or successor, for the amount paid or to be paid by such person in satisfaction of any judgment or in settlement of any such claims (exclusive in either case of any amount paid by the corporation) and any expenses and costs (including attorney's fees) incurred by him in connection therewith to the extent that the court shall deem reasonable and equitable, provided that the person indemnified was not guilty of negligence or misconduct in respect of the matter in which indemnity is sought.

RIGHT CUMULATIVE – The provisions of Article XVII shall not be deemed exclusive or in limitation of, but shall be deemed cumulative of and in addition to any other limitation of liability or right of indemnity to which such director, officer, member of a committee, agent or employee of the corporation may be otherwise entitled.

INSURANCE – The church may, as the Board of Directors, direct, purchase and maintain such insurance on behalf of any person who is or at any time has been an officer of the Church, member of the Board of Directors, or Leadership Community, or ministry staff, or other agent of or in a similar capacity with the church, or who is or at any time has been, at the direction or request of the church, a Board of Directors member, officer, administrator, manager, employee, member, advisor or other agent of or fiduciary for any other corporation, partnership, trust, venture or other entity or enterprise including any employee benefit plan against any liability asserted against or incurred by such person.

ARTICLE XXII - AMENDMENTS

In consultation with the members of the church, these Bylaws may be altered, amended, or repealed and new Bylaws may be adopted by the Senior Pastor and Elder Team at any regular Elders' Meeting when all Elders are present and there is two-thirds majority agreement. At least one week advance notice of said meeting and proposed changes shall be given to each Elder. Where there is no Elder Team, two-thirds of members present at a prior announced members meeting shall approve changes.

Approved by members on 12/26/2015;

Date of Transaction