

Bylaws

Comunidad Bautista La Cosecha Inc.

Bylaws

Preamble

WHEREAS, it is the express purpose of God our Heavenly Father to call out of the world a saved people who shall contribute to the Body of Christ, built and established on the foundation of the apostles and prophets, Jesus Christ being the Chief Cornerstone.

WHEREAS, the members of the Body of Christ are enjoined to assemble themselves together for worship, fellowship, counsel, and instruction in the Word of God and the work of the ministry and for the exercise of those spiritual gifts and offices provided for in the New Testament, therefore,

BE IT RESOLVED, that we recognize ourselves a body of Christian believers working together for the common purpose of building the kingdom of God by providing guidance, aid, instruction and covering to affiliate churches which will aid them to spread the Gospel of our Lord and Savior Jesus Christ, and that under the authority of the Holy Scriptures doing everything to honor the laws of the State of Georgia we may exercise all the rights and privileges granted to religious bodies.

Language

The masculine gender stated within this document shall refer to both men and women.

Article I Name

The name of this corporation shall be Comunidad Bautista La Cosecha Inc.

Article II Purpose

The specific purpose for which the corporation is initially organized is to teach and preach the gospel to all people, establish places of worship, conduct evangelistic and humanitarian activities, license and ordain ministers of the gospel, provide administrative and spiritual oversight and direction for other organizations which will themselves be organized and operated exclusively for educational, charitable, and/or religious purposes within the meaning of Section 501(c)(3) of the Internal Revenue Code of 1986 and shall voluntarily be partnered with this organization and to also engage in activities which are necessary, suitable or convenient for the accomplishment of that purpose, or which are incidental thereto or connected therewith which are consistent with Section 501(c)(3) of the Internal Revenue Code. This corporation is organized and operated exclusively for religious purposes within the meaning of Section 501(c)(3), Internal Revenue Code.

Article III Tenets Of Faith

The human phraseology employed in this statement is not inspired nor contended for, but the truth set forth is held to be essential to a full Gospel ministry. No claim is made that it contains all the truth in the Bible, only that it covers orthodox fundamental matters.

The Scriptures Inspired

The Bible is the inspired Word of God, a revelation from God to men, the infallible rule of faith and conduct, and superior to conscience and reason, but not contrary to reason (2 Tim. 3:15-17; 1 Pet. 1:23-25; Heb. 4:12).

The One True God

The one true God has revealed Himself as the eternally self-existent, self-revealed "I AM," and has further revealed Himself as embodying the principles of relationship and association, by simultaneously existing as Father, Son and Holy Spirit. (Deut. 6:4; Mark 12:29; Isa. 43:10, 11; Matt. 28:19).

Man's Fall and Redemption

Man was created good and upright, for God said, "Let us make man in our image and after our likeness." Man, by voluntary transgression, fell, and his only hope of redemption is in Jesus Christ, the Son of God (Gen. 1:26-31; Gen. 3:17; Rom. 5:12-21).

The Salvation of Man Conditions of Salvation

The Grace of God, which brings salvation, has appeared to all men, through the preaching of repentance toward God and through faith in the Lord Jesus Christ; man is saved by the washing of regeneration and renewing of the Holy Spirit, and being justified by grace, has become heir of God according to the hope of eternal life (Titus 2:11; 3:5-7; Rom. 10:13-15; Luke 24:47).

Evidences of Salvation

The inward evidence to the believer of his salvation is the direct witness of the Spirit (Rom. 8:16). The outward evidence to all men is a life of holiness (1 Thess. 4:7, 2 Tim.1:9).

The Promise of the Father

All believers should ardently expect and earnestly seek the Promise of the Father, which is the baptism in the Holy Spirit. With it comes the in-filling of power for life and service, and the bestowment of the gifts and their uses in the work of the ministry (Luke 24:49; Acts 1:4-8; 1 Cor. 12:1-31). This experience may be distinct from and subsequent to the experience of the New Birth (Acts 2:38; 10:44-46; 11:14-16; 15:7-9).

Sanctification Process

By the power of the Holy Spirit we strive to obey the command, "Be ye holy, for I am holy." Sanctification is the will of God for all believers, and should be earnestly pursued by walking in obedience to God's Word (Heb. 12:14; 1 Pet. 1:15, 16; 1 Thess. 5:23, 24; 1 John 2:6).

The Church

The church is the holy Body of Christ, the habitation of God through the Spirit, with divine appointments for the fulfillment of her great commission. Each believer is an integral part of the church, and their names are written in the Lamb's Book of Life. (1 Thess. 2:4)

Ministry

Divinely called and Scripturally ordained ministry has been provided by our Lord for a two-fold purpose: (1) The evangelization of the world, and (2) The edification of the Body of Christ (Mark 16:15, 20; Eph. 4:11-13).

Marriage

God created marriage. It is a covenant made between a man and a woman that makes them one (Gen 2: 22,24; Matt 19: 5-6).

Divine Healing

Deliverance from sickness is provided for in the atonement of Christ and is the privilege of all believers (Isa. 53:4, 5; Matt. 8:16, 17; Mark 16:18; John 5:14).

The Blessed Hope

The resurrection of those who have fallen asleep in Christ and their translation, together with those who are alive and remain unto the Lord, is imminent and is the blessed hope of the church (1 Thess. 4:16; Rom. 6:23; Titus 2:13; 1 Cor. 15:51,52).

The Millennial Reign of Jesus

The revelation of the Lord Jesus Christ from heaven, the salvation of national Israel, and the millennial reign of Christ on the earth are Scriptural promises and our hope (2 Thess. 1:7; Rev. 19:11-16; Rom. 11:25; Rev. 20:1-7).

The Lake of Fire

The devil and his angels, the beast and the false prophet, and whosoever is not found written in the Lamb's Book of Life shall be consigned to everlasting punishment in the lake which burns fire and brimstone, which is the second death (Rev. 19:20; 20:10-15).

The New Heavens and New Earth

We, as promised in the Scriptures, look for a new heavens and a new earth wherein righteousness dwells (2 Pet. 3:13; Rev. 21: 1).

Article IV Ordinances

Baptism in Water

The ordinance of baptism by burial with Christ should be observed (as commanded in the Scriptures) by all that have repented of their sins and in their hearts have believed on Christ as their Savior and Lord. In doing so, they declare to the world that they have died with Christ and that they have also been released to walk with Him in newness of life (Matt. 28:19; Rom. 6:4).

The Lord's Supper (Communion)

The Lord's Supper, consisting of the elements, bread and fruit of the vine, is the symbol expressing our sharing in a memorial to His suffering and death, and a prophecy of His second coming, and is enjoined to all believers "until He comes" (John 6:48,51,53-57; Luke 22:19,20; 2 Pet. 1:4; 1 Cor. 11:25).

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Article V Membership

This organization shall have a non-voting membership. The Board of Directors may create a membership program that details the requirements of membership and procedures for dismissal.

This organization may also have member churches whose voting rights and privileges shall be prescribed by regulation though corporate resolutions. These rights and privileges shall be published in the Affiliate Church Program.

Article VI Government

Section 1 Board of Directors

1. There shall be a Chief Pastor/President.
2. There may be a Vice-President.
3. There shall be a Secretary.
4. There shall be a Treasurer.
5. Other officers shall be added as needed.

Section 2 Board of Directors and Voting Power

1. The Board of Directors is that group of persons vested with the management of the business and affairs of the corporation.
2. The Board of Directors shall consist of individuals listed above and those added by official action of the Board of Directors.
3. The majority shall serve without remuneration and not be related by blood or marriage.
4. The Chief Pastor/President shall be chairman of the Board of Directors and chief executive of the corporation.
5. Each member of the Board of Directors shall have equal voting power among all of the other members.
6. A decision of the Board of Directors is considered valid with a simple majority vote and the approval of the Chief Pastor/President, unless otherwise specified in the Bylaws.
7. The Chief Pastor/President shall be an ex officio member of every committee and can at his discretion be the chair of such committee at the time of its creation.

Section 3 Removal From the Board of Directors

Any Board of Directors member may be removed from office with or without cause by a simple majority vote of the Board of Directors including the President's approval. However, the removal of the President is subject to Article X.

The following reasons are considered just cause for Board of Directors member removal that may be observed by the Board of Directors:

1. In absentia at three consecutive Board of Directors meetings;
2. Violation of the mutual interest clause of Article XIV;
3. Not acting in the best interests of the organization;

4. Willful nondisclosure of a conflict of interest as interpreted by a majority vote of the Board of Directors.

Section 4 Process for removal from the Board of Directors

A Board of Directors member may be removed from the Board of Directors in the following manner:

1. By letter of resignation submitted to the Chief Pastor/President;
2. By action of the Board of Directors in which a simple majority of the Board of Directors, including the Chief Pastor/President's vote in favor for removal.

Article VII Government And Official Functions

Section 1 Chief Pastor/President

Qualifications

The Chief Pastor/President shall have wisdom in handling the corporation's affairs. He shall be of sound doctrine and good judgment.

Duties

The Chief Pastor/President shall be the leader of the church and all affiliate churches as provided by the Holy Scriptures.

The Chief Pastor/President shall be chairman of the Board of Directors and preside over all corporation meetings.

Term of Office

The term of office of the Chief Pastor/President shall be reviewed two years. The number of consecutive terms that he may serve is unlimited. He is subject to removal at anytime in accordance to with Article X of the bylaws.

Section 2 Chief Pastor/President Successor

The Chief Pastor/President may nominate a successor at any time. The nominee shall be confirmed by simple majority vote of the Board of Directors, after the nomination is made. This person will assume the role of the Chief Pastor/President if the Chief Pastor/President retires, passes away unexpectedly or is otherwise incapacitated.

Removal by the Accountability Board

Should the Chief Pastor/President be removed by the Accountability Board, the previously approved successor will step into the role of the Chief Pastor/President.

No Successor Appointed

Should the Chief Pastor/President fail to appoint a successor, the following shall serve as an order of succession:

1. Vice President
2. Secretary
3. Treasurer

If the retirement, passing, removal or incapacity of the Chief Pastor/President leaves the Board of Directors unbalanced or without a quorum, then the first motion of the person who assumes the role of the Chief Pastor/President through this section, shall be to nominate prospective Board of Director members. The nominee(s) shall be confirmed by a simple majority vote of the remaining Board of Director members.

The successor will automatically and immediately become the Chief Pastor/President. In the event the successor is not prepared to assume both the role of the Chief Pastor and that of the President, the Board of Directors can move to separate the roles of the Chief Pastor and President by a simple majority vote. Such action would require an amendment to the Bylaws. The Board of Directors will begin the search for the replacement Chief Pastor and the successor will assume the role of the President. The Board of Directors may select an interim Chief Pastor until a permanent replacement is found.

Section 3 Vice President Qualifications

The Vice President shall have wisdom in handling the corporation's affairs. He shall be of sound doctrine and good judgment.

Duties

He will serve as chief advisor to the Chief Pastor/President.

He shall carry out the responsibilities that the Chief Pastor/President delegates to him.

Manner of Appointment

The Vice President shall be nominated by any member of the Board of Directors and appointed by a simple majority vote of the Board of Directors.

Term of Office

The term of office of the Vice President shall be reviewed every two years. The number of consecutive terms that he may serve is unlimited. He is subject to removal at any time in accordance with Article VI.

Section 4 Secretary

Qualifications

The Secretary shall be a spiritually minded person and of sound judgment. He must be administratively minded with the ability to multi-task.

Duties

By virtue of his office, the Secretary shall keep a true and accurate record of all meetings, including business meetings of the corporation. He shall perform clerical duties, and shall be the custodian of all legal documents.

Manner of Appointment

The Secretary shall be nominated by any member of the Board of Directors and appointed by a two-thirds majority vote of the Board of Directors.

Term of Office

The term of office of the Secretary shall be reviewed every two years. The number of consecutive terms that he may serve is unlimited. He is subject to removal at any time in accordance with Article VI.

Section 5 Treasurer

Qualifications

The Treasurer shall be a spiritually minded person, and of sound business judgment. He shall be capable of doing the accounting required to maintain the corporation books.

Duties

By virtue of his office, the Treasurer shall keep, in a business-like manner, an itemized account of all receipts and disbursements of moneys committed to his trust and shall make reports to be presented during the Board of Directors meetings. He shall deposit and make withdrawals in a manner prescribed in Article XX of the bylaws.

Manner of Appointment

The Treasurer shall be nominated by any member of the Board of Directors and appointed by a two-thirds majority vote of the Board of Directors.

Term of Office

The term of office of the Treasurer shall be reviewed every two years. The number of consecutive terms that he may serve is unlimited. He is subject to removal at any time in accordance with Article VI.

Section 6 Directors Qualifications

Directors shall be spiritually minded persons, and of sound business judgment.

Duties

By virtue of their office, Directors shall carry out the responsibilities that the Chief Pastor/ President or Board of Directors delegate to them.

Manner of Appointment

Directors shall be nominated by any member of the Board of Directors and appointed by a two-thirds majority vote of the Board of Directors.

Term of Office

The term of office of the Directors shall be reviewed every two years. The number of consecutive terms that a Director may serve is unlimited. Directors are subject to removal at any time in accordance with Article VI.

Article VIII Quorum

A simple majority of the Board of Directors members (including the Chief Pastor/ President) at a Board of Directors meeting constitutes a quorum.

Article IX Affiliation

This organization may allow churches to become affiliate churches . The purpose of the affiliation program is for the purpose of providing a central organization where all doctrine, polity and biblical church government derives. All churches that affiliate shall refer to this organization as the central organization.

Section 1 Function of the fellowship

- A. This organization shall have the right to govern itself according to a biblical standard, "Endeavoring to keep the unity of the Spirit in the bond of peace...Till we all come in unity of the faith, and of the knowledge of the Son of God unto a perfect man, unto the measure of the stature of the fulness of Christ." (Eph. 4:3-13)
- B. To promote apostolic ministry and oversight of the people of God. (I Cor. 12:28, Acts 14:23, Eph. 4:8-11, Titus 1:5, I Peter 5:1-4).
- C. To unite its ministers and churches of effective promotion of the Kingdom of God. (Eph. 4:1-6)
- D. To share responsibility in fulfilling the great commission of Christ; i.e., the proclamation of the Gospel of the Kingdom and evangelization of the world.
- E. To establish receive and maintain member churches under apostolic government.

- F. To give necessary aid, comfort, instruction, guidance, protection and correction to its ministers.

Section 2 Terms of Affiliation

Churches can become affiliated under the following conditions

The Pastor/President of the affiliate church shall:

- A. be subject to the leadership and guidance of the central organization.
- B. ardently adhere to and teach the doctrines and tenets as set forth by the central organization.
- C. uphold and defend the central organization and its president.

Each affiliate church shall:

- A. be given an Affiliate Church Program that will describe the details of the program.
- B. apply for admission in such manner as the central organization may prescribe by regulation it establishes through corporate resolutions.
- C. be subject to the leadership and guidance of the central organization.
- D. ardently adhere to and teach the doctrines and tenets as set forth by the central organization.
- E. uphold and defend the central organization and its president

Article X Accountability Board

The removal of the Chief Pastor/President shall be subject to this article. Until an Accountability Board is established, the removal of the Chief Pastor/President shall be accomplished by a simple majority vote of the board of directors (see Article VI Government). However, after the Accountability Board is established and confirmed by a vote of the Board of Directors, the power to remove the Chief Pastor/President shall be placed entirely within the Accountability Board's authority. After the Accountability Board is established and confirmed by a vote of the Board of Directors it shall be subject to the following:

There shall be an Accountability Board made up of no less than three (3) persons and no more than five (5). The Accountability Board shall be made up of individuals nominated by the Chief Pastor/President of the corporation and confirmed by a simple majority of the Board of Directors after careful consideration (II Timothy 3:16, 17; Acts 15). The Board of Directors shall consider the nominations and vote to have each nomination appointed.

Section 1 Purpose

The purpose of the Accountability Board is to:

1. Provide a spiritual covering by prayerfully giving necessary aid, instruction, guidance, protection and correction as well as counsel, wisdom and fellowship to the Chief Pastor/President (II Timothy 3:16, 17; Acts 15) and,
2. To hear accusations against the Chief Pastor/President of the corporation brought to them unanimously by the Board of Directors excluding any disqualified individuals serving on the Board of Directors and make a determination as to whether the Chief Pastor/President has committed any of the infractions listed below.
3. The Board of Directors may call the Accountability Board into session to conduct an investigation and/or dismiss the Chief Pastor/President for the following accusations against the Chief Pastor/President:
 - A. Adultery
 - B. Embezzlement
 - C. Compulsive Lying
 - D. Sexual Impurity
 - E. Conviction of a felony that is a violation of Scripture.
 - F. The Chief Pastor/President not acting in the best interest of the church.

The Accountability Board will determine if the Chief Pastor/President is guilty or innocent and whether to discipline or dismiss him from office. The Accountability Board is the only entity that has the authority to dismiss the Chief Pastor/President from his position if, after being called into session in accordance with the provisions of this Article and after considering all accusations against him; they determine that it is the best course of action for him and the church. The decision of the Accountability Board is final.

Section 2 Structure

Any Member of the Accountability Board may be replaced or removed at any time deemed necessary by request of the Chief Pastor/President and confirmation of the Board of Directors of the corporation, provided that it not be after the Accountability Board has been called to officially meet in accordance with section 3 of this Article.

The representative nominated by the Chief Pastor/President and confirmed by the Board of Directors shall chair the Accountability Board.

Future vacancies nominated by the Chief Pastor/President and confirmed by the Board of Directors.

A record of the current and past Members of the Accountability Board shall be kept in a log under the custody of the official Board of Directors. The log shall clearly list the names of each member and the current chairman.

Any successor Chief Pastor/President to the founding or current Chief Pastor/President shall keep the Accountability Board that was in existence at the time he became Chief Pastor/President. He may, after a six-month period, make nominations for replacements of no more than one representative per year. When establishing any new Accountability Board member he must follow the procedure set forth in Section 1 of this Article.

Section 3 Quorum

100% of the Accountability Board must be present to constitute a quorum. The Accountability Board may only meet if it has been called to do so by a.

Section 4 Determinations

Any action taken by the Accountability Board is valid by a unanimous.

Section 5 Power

The Accountability Board shall have no innate power or authority as a legal organizational entity, except that which is invested in them by these bylaws. Their decisions, when called together in accordance with the "Purpose" section of this Article, shall be final.

Article XI Meetings

Section 1 Church Services

In any established place of worship the appointed Pastor/President will be responsible for regular church services.

Section 2 Corporation Meetings

The corporation year shall coincide with the calendar year beginning on January 1st, and running through December 31st.

The Chief Pastor/President will call the Board of Directors meeting to discuss the direction of the corporation. The Chief Pastor/President shall set dates and times for Board of Directors meetings. The Board of Directors may have invited guests present at any meeting so long as the Chief Pastor/President has approved it.

The Secretary shall keep an accurate account of the minutes that were discussed at any Board of Directors meeting. He then has to submit them at the next Board of Directors meeting for discussion by the Board of Directors and approval by the Chief Pastor/President. Upon approval by the majority of the Board of Directors, the minutes shall be adopted, and all policy and procedure in them will continue to be enforced.

Section 3 Annual Convention

An annual convention shall be held each year at an appointed time and place, determined by Comunidad Bautista La Cosecha Inc. Affiliate churches shall be represented by their

Pastor/President. If, at the time of the convention, the affiliate church does not have a pastor, the Board of Directors shall choose a representative.

The purpose of the annual convention is as follows:

1. To have a coming together of all churches for a time of praise and worship and edification in the word.
2. To form a bond of unity in the holy spirit between churches and fellow ministers.
3. To conduct the annual business meeting(s) and discuss current issues among the delegates.

Section 4 Meetings by Remote Communications Technology

Subject to the notice provision aforementioned in this Article, the Directors may also hold meetings by means of a remote electronic communications system, including video or telephone conferencing technology or the Internet, or any combination, only if each person entitled to participate in the meeting consents to the meeting being held by means of that system, and the system provides access to the meeting in a manner or using a method by which each person participating in the meeting can communicate concurrently with each other participant. Participation in such a meeting shall constitute presence in person at such meeting, except participation for the express purpose of objecting to the transaction of any business on the ground that the meeting is not lawfully called or convened.

Section 5 Action by Unanimous Written Consent Without Meeting

Any action required or permitted to be taken by the Board of Directors under any provision of law may be taken without a meeting, if all members of the Board of Directors shall individually or collectively consent in writing to such action. Such written consent or consents shall be filed with the minutes of the proceedings of the Board of Directors. Such action by written consent shall have the same force and effect as the unanimous vote of the Directors. Any certificate or other document filed under any provision of law which relates to action so taken shall state that the action was taken by unanimous written consent of the Board of Directors without a meeting and that the Bylaws of this corporation authorize the Directors to so act and such statement shall be prima facie evidence of such authority.

Article XII Order

For the purpose of conducting business, the Chief Pastor/President shall, in an orderly manner, preside over all of the affairs of the corporation.

Article XIII Ecclesiastical Authority

This organization is theocratic in government. In any growing organization, there will be people at all stages of spiritual growth and maturity. For that reason, it is not proper to submit the affairs of the organization to a democratic vote among fellowship churches as

the same is not God's way, for the purpose of the church is not to do the will of the majority, but the will of God.

Any disputes that arise over the interpretation of these bylaws shall be deferred to the highest authority of this church. In this case it would be the Chief Pastor/President, with the advice of the Board of Directors. The Chief Pastor/President shall be responsible for the day-to-day decisions and shall run the affairs of this organization. In *Watson v. Jones*, the court ruled that

“Whenever the questions of discipline, or of faith, of ecclesiastical rule, custom, or law have been decided by the highest church judicatory to which the matter has been carried, the legal tribunals must accept such decisions as final, and as binding on them . . .”

Article XIV Mutual Interest

The behavior of anyone in fellowship with this church is of common interest to the Board of Directors and membership. (Gal. 6:1) This church requires every Board of Directors member, Affiliate Church member and Congregational member to adhere to a life style that is consistent with the doctrines of this church as taught in the Holy Scriptures. Therefore, this church reserves the right to refuse service to any individual, whether member or not, that is not submitting their life style to this Scriptural mode of conduct. This refusal would include services, benefits and any use of church assets.

Article XV Prohibited Activities

This church is prohibited from engaging in activities which violate its written doctrines. This church is also prohibited from condoning, promoting or allowing any of its assets to be used for activities that violate its written doctrines.

Article XVI Chief Pastor's Vision

To establish an efficient leadership infrastructure, the Chief Pastor/President shall be responsible to articulate in clear, concise and simple language the vision of the church. The purpose of this is to create a consistent and logical framework which empowers staff and volunteers to participate in the decision making processes that reflect the Chief Pastor/President's heart and vision for the church.

Article XVII Ministry Of Helps

To help ensure the protection, security and safety of congregants, guest and volunteers during church functions, this church recognizes the Ministry of Helps. The Board of Directors may establish teams and committees who are trained in the policy and procedures of the church to carry out this ministry.

Article XVIII Review Of Church Records

Section 1 Requests Made by Congregant

To ensure the trust of the congregants and to also ensure that a public interest is being served, church records and basic financial information may be available for congregational inspection and review. At no time may information be supplied that would violate Section 4 of this Article or Article XVII. Any questions by any congregant shall be addressed to the treasurer either in writing or by scheduled appointment.

Section 2 Required Provisions of the Request

The request must state the name of the individual, the reason for the request and that the information shall in no way be made public or shared with any other congregant in a way that will jeopardize the church.

Section 3 Required Fee

This corporation may require a reasonable per page fee for any copies that are required in order to accommodate approved records requests.

Section 4 Confidentiality

In order to keep the records of the church confidential, records shall not be released to any outside agency, person or entity unless due process has been served and a certified subpoena has been personally delivered. This includes the IRS, except under the provisions of Section 7611 which shall be limited only to information deemed to be relevant to the inquiry being made. At all times the IRS will be expected to comply with all of the provisions of Section 7611.

Section 5 Denying a Request

The Board of Directors reserves the right to deny such a request for any of the following reasons:

1. The request is considered by the Board of Directors and deemed to be frivolous;
2. The individual making the request has a history of being divisive;
3. The individual does not adequately provide the required information on the request as stated in this Article;
4. The person making a request is not a regular attendee or tither.

Article XIX Privacy

This church shall diligently watch to keep private all records concerning polity, doctrine, counseling and information on individuals in fellowship with this church. This church must

not disclose any records that may compromise information about a member's attendance, membership status, giving and counseling records.

Article XX Finances

Section 1 Audit

The Treasurer and or other Board of Directors appointed persons shall complete an internal audit. This audit of all financial records shall be made after the close of the calendar year, prior to the end of February.

Section 2 Checks and Withdrawals

The Board of Directors of Comunidad Bautista La Cosecha Inc. shall adopt a Corporate Expenditures Policy detailing the procedure for properly executing checks, payments and withdrawals.

Section 3 Salaries

All salaries shall be determined in the following manner:

The Board of Directors shall consider each candidate, create a compensation package and vote on the package.

Only uncompensated individuals of the Board of Directors shall vote on any recommended compensation package.

All salaries shall be reviewed each year during the last meeting of the calendar year.

Article XXI Property Rights

All property, real or chattel, shall be taken, held, sold, transferred or conveyed in the corporation's name.

No real or chattel property of the corporation shall be sold, leased, mortgaged, or otherwise alienated without authorization of the Chief Pastor/President.

The Chief Pastor/President of the corporation shall certify in such conveyances, leases, or mortgages.

In the event that the corporation ceases to exist, all assets of THIS CHURCH shall at the discretion of the Board of Directors be given to organizations that are exempt as described in section 501(c)(3) and/or 170(c)(2) of the Internal Revenue Code of 1986. The receiving organization must be of similar purpose.

Article XXII Dissolution

In the event that the corporation ceases to exist, all assets of this church shall, at the discretion of the Board of Directors be distributed for one or more exempt purposes within

the meaning of section 501(c)(3) of the Internal Revenue Code, or corresponding section of any future federal tax code, or shall be distributed to the federal government, or to a state or local government, for a public purpose. Any such assets not disposed of shall be disposed of by a court of competent jurisdiction in the county in which the principal office of the church is then located, exclusively for such purposes or to such church or church, as said Court shall determine, which are organized and operated exclusively for such purposes.

Article XXIII Ministers Of The Gospel

The Chief Pastor/President of this ministry shall by virtue of his office automatically be recognized as an ordained minister.

Section 1 Classes of Ministers

This ministry shall have classes of ministers. Each class of minister will have distinct rights and privileges; they are listed below:

Commissioned Minister:

This recognition is automatically given to all believers in fellowship with this ministry. They are not authorized to perform any sacerdotal services, but primarily assist others in the Body of Christ. Individuals in this category may include, but are not limited to: teachers, worship leaders, instructors, hospital and jail visitation, ministerial assistance, and lay persons.

Chaplain:

This recognition is for ministers of the gospel that are called by God and recognized by the Chief Pastor/President to minister primarily in prisons, hospitals and government agencies.

Minister's Apprentice:

This recognition is given by the Chief Pastor/President of this ministry. This recognition is for those who are starting out in the ministry, but need extensive training. They are to work closely with a licensed or ordained minister. Such persons are not authorized to perform any sacerdotal services.

Licensed Minister:

This recognition is given by the Chief Pastor/President of this ministry. This recognition is for those who are somewhat seasoned in the ministry, but need further experience. Many of these are individuals that have been working in their chosen vocation, but for some reason or another have never entered full-time ministry, or have only been in full-time ministry for less than three (3) years. Such persons are authorized to perform the following religious functions:

1. Conduct religious worship
2. Religious instruction

3. Administer communion
4. Provide spiritual counseling
5. Serve on the Board of Directors of a church
6. And other sacerdotal functions including
 - A. Conduct baby dedication ceremonies
 - B. Perform baptisms
 - C. Perform weddings
 - D. Conduct funerals
 - E. Visit the sick and shut-in
 - F. Minister in prisons

However, this person is not in charge of a congregation. Limited authority is granted to run the affairs of the ministry.

Ordained Minister:

This recognition is given by the Chief Pastor/President to those persons who have an "established" or "proven" ministry. Ordained ministers are authorized to perform all functions of the Christian ministry and religious functions, and must be capable of doing so. Ordained ministers are authorized to perform all religious functions:

1. Conduct religious worship
2. Religious instruction
3. Administer communion
4. Provide spiritual counseling
5. Serve on the Board of Directors of a church
6. Ministry administration
7. And other sacerdotal functions including
 - A. Conduct baby dedication ceremonies
 - B. Perform baptisms
 - C. Perform weddings
 - D. Conduct funerals
 - E. Visit the sick and shut-in

F. Minister in prisons

He must be capable, as determined by the Chief Pastor/President, to take charge of a congregation.

Section 2 Chief Pastor/President's Authority

The Chief Pastor/President of this ministry shall have ecclesiastical authority to decide who, how or if a person will be licensed by this ministry to hold any of the classes mentioned above (Matthew 16:13-19).

Article XXIV Indemnification

This church shall, to the extent legally permissible, indemnify each person who may serve or who has served at any time as an officer, director, or employee of the church against all expenses and liabilities, including, without limitation, counsel fees, judgments, fines, excise taxes, penalties and settlement payments, reasonably incurred by or imposed upon such person in connection with any threatened, pending or completed action, suit or proceeding in which he or she may become involved by reason of his or her service in such capacity; provided that no indemnification shall be provided for any such person with respect to any matter as to which he or she shall have been finally adjudicated in any proceeding not to have acted in good faith in the reasonable belief that such action was in the best interests of the corporation; and further provided that any compromise or settlement payment shall be approved by a majority vote of a quorum of directors who are not at that time parties to the proceeding.

Article XXV Other Considerations

Anything that has not been discussed in these bylaws shall be discussed and decided upon at a Board of Directors meeting.

Article XXVI Amendments

Amendments to the Bylaws may be made by a simple majority of the official Board of Directors, including the Chief Pastor/President.

Signed and certified, to be effective immediately.

Chief Pastor/President of Comunidad Bautista La Cosecha Inc.

Secretary of Comunidad Bautista La Cosecha Inc.

Treasurer of Comunidad Bautista La Cosecha Inc.