

BYLAWS

Of the First Slavic
Baptist Church
Salem, Oregon.

"A wise man's heart discerneth time and judgment" (Eccl 8:5)

CHURCH VISION

**To INSPIRE and EQUIP
believers for ministry**

To PROCLAIM the Gospel

**To LEAD everyone to SPIRITUAL
MATURITY in Christ.**

Eph. 4.12-13

1. Name and Doctrines of the Church.

- 1.1 The First Slavic Baptist Church, hereinafter referred to as the "Church," is a voluntary association of believers of the Evangelical Baptist faith.
- 1.2 The text of the statement of faith is attached to this Charter.
- 1.3 The Church is a legal entity, has a bank account, a seal, stamps, letterheads with its name and symbols, may acquire movable and immovable property for worship and other purposes, is entitled to enter into contracts in its own name, and to be a plaintiff and defendant in court. The Church also possesses other rights provided for by current legislation.
- 1.4 The Church is liable for its obligations within the limits of the property belonging to it. Movable and immovable property intended for worship cannot be seized to satisfy creditors' claims. The Church is not liable for the obligations of its members, and the members of the Church are not liable for the obligations of the Church.
- 1.5 The Church is part of the Northwest Association of Slavic Churches of America, as well as the American Conference of Mennonite Brethren Churches.

2. Goals and Objectives of the Church

- 2.1 Confession and glorification of the Triune God the Father, the Son, and the Holy Spirit, the Creator of the universe, the Creator and Lord of all living things, who saves every born again person from eternal damnation through the atoning death of Jesus Christ.

- 2.2** Fulfilling the Great Commission of Jesus Christ, proclaiming the Good News of the Gospel to people living near and far (Matthew 28:19-20, Acts 1:8). To accomplish this task, the Church actively participates in the ministry of bringing people to Christ among Slavic people, as well as in other nationalities and cultures.
- 2.3** Educating believers to achieve holiness, Christian piety, and obedience to everything that Jesus Christ commanded (Matthew 28:20, 1 Timothy 2:1-4, Ephesians 4:15-16). For this purpose, general worship services and other ministries are used that contribute to the spiritual growth of believers, as well as their preparation for the work of serving God and people. Special attention is paid to the upbringing of the younger generation of believers. For this purpose, the necessary conditions are created that allow and encourage them to firmly adhere to the truths of biblical teaching in the context of a changing culture.
- 2.4** Teaching children biblical truths in Sunday school, instilling in them reverence for God and obedience to their parents (Ephesians 6:4, Deuteronomy 6:2, Psalm 77:4-7).
- 2.5** Spreading the influence of the Word of God, which is able to make every person's life full and blessed. To this end, the Church organizes Bible study groups, Bible schools for children, youth and adults, Christian camps, theological education courses and other events that help to better understand the importance of the Bible and learn to apply its truths in practical life.

- 2.6** Providing church members with opportunities for fellowship, mutual support, mutual edification, and service to one another; developing and strengthening unity among church members and diligently serving through acts of mercy and charity. (Rom. 12:13, Gal. 6:2, John 17:21-23).
- 2.7** Developing fraternal relations with other communities of the Evangelical Baptist faith (Col. 4:15-16, 1 Thess. 5:25-27) and fostering good relations among church members with all believers in the living God who strive to live according to His Word (Acts 10:34-35). At the same time, the Church does not support the organizational merger of all denominations into a World Organization and does not participate in any ecumenical movements.
- 2.8** Worship services in the local Church are held on Sundays and during the week on the days and times provided for by the Church, as well as on Christian holidays: Christmas, New Year, Epiphany, Presentation of the Lord, Annunciation, Entry of Jesus Christ into Jerusalem, Easter, Ascension, Pentecost, Transfiguration, Harvest Festival.
- 2.9** Communion in the Church is celebrated on the first Sunday of each month or on other days, at the discretion of the Church.
- 2.10** At worship services, members of other Evangelical Baptist churches, as well as children and young people, may be allowed to participate in preaching, singing, testimonies, and other types of ministry, at the discretion of the Pastor or the person leading the service.

- 2.11** The Church conducts its services in its own church premises, or in rented premises, or in private homes, and also, if necessary, in the open air: in parks, stadiums, on the banks of reservoirs (when performing water baptism), etc.
- 2.12** The Church maintains its independence and resolves all internal church issues at a membership meeting, such as: admission and excommunication of Church members, election and re-election of ministers, the Church Council, economic and financial issues, and other issues presented by the Pastor and the Church Council.

3. Membership in the Church.

3.1 Procedure for joining the Church:

3.1.1 A member of the First Slavic Baptist Church may be one who:

3.1.1.1 Has consciously accepted Jesus Christ as their personal Savior, testified to this through Holy water baptism by immersion, and bears the fruits of a Christian life. (Mark 16:16)

3.1.1.2 Unconditionally accepts the full authority of Holy Scripture, is ready to submit to it, and agrees with the doctrinal teachings of the Church.

3.1.1.3 Accepts this Charter and agrees to abide by ALL its provisions.

3.1.2 Membership in the Church is a privilege, not a right. Candidates for Church membership must be prepared for active participation in the life of the Church, investing their time, energy, abilities, and finances in it.

- 3.1.3** To become a member of the Church, the applicant must:
 - 3.1.3.1** Fill out the prescribed application form and submit it to the Church minister responsible for admitting new members.
 - 3.1.3.2** Familiarize themselves with the general structure of the Church, its doctrines, and the Charter. **3.1.3.3** To undergo a personal interview at the meeting of the Brotherhood Council.
 - 3.1.3.4** To confirm in writing their agreement with the doctrines, service structure, and all provisions of this Charter.
- 3.1.4** After the interview and approval by the Brotherhood Council, all new members are presented to the Church assembly for acquaintance and acceptance into membership.
- 3.1.5** Members of other churches may be accepted into the Church on the basis of a good testimony from the ministers of the church from which they left, taking into account the rules set forth in paragraphs 3.1.1, 3.1.2, 3.1.3 of this Charter.
- 3.1.6** Membership in two churches is not permitted.
- 3.1.7** The following cannot be members of the Church:
 - 3.1.7.1** Persons in same-sex marriages, as well as homosexuals, lesbians, effeminate men, and other persons with non-traditional sexual orientation, as the Bible calls this "an abomination before God." (Exodus 22:19, Leviticus 20:13-16, 1 Corinthians 6:9, 1 Timothy 1:10)

3.1.7.2 Persons living in a marital relationship but who have not formalized their marital relationship through marriage in the Church or registration with government authorities.

3.1.7.3 Persons who have physically or legally changed their biological sex (transsexuals).

3.2 Rights and obligations of Church members.

3.2.1 Every member of the Church is obligated to show obedience and faithfulness to the Lord, to regularly engage in prayer and the study of Holy Scripture, thereby learning the will of God, and to live worthy of the gospel of Christ. (Phil. 1:27)

3.2.2 Every member of the Church is called to have peace with all brothers and sisters, to preserve the unity of the Church according to the teaching of Jesus Christ, to avoid gossip and not be a bearer of rumors among God's people, to lead a sober lifestyle, and not to use alcohol (including beer) and other intoxicating substances. (Heb. 12:14, Lev. 19:16, Rom. 15:5-6)

3.2.3 Every member of the Church is called to participate in the general church ministry according to their gifts, which is expressed in various types of service to one another, contributing to the overall building up of the Church and the proclamation of the Gospel to unbelievers (1 Pet. 2:5; Eph. 4:15-16).

3.2.4 The most important ministry of Church members who have children is to raise them in the teaching and instruction of the Lord (Deut. 6:6-9, Eph. 6:1-4, Prov. 13:24, 23:13-14), contributing to their spiritual rebirth and the formation of a Christian character in them.

- 3.2.5** Every member of the Church is called to regularly attend worship services and membership meetings of the Church, to pray for the ministers, showing them special honor and obedience. (Hebrews 10:25, 1 Thessalonians 5:12-13, 1 Timothy 5:17, Romans 12:1).
- 3.2.6** Church members participate in shaping the overall strategy for the Church's development by submitting their proposals and comments to the Brotherhood Council (see paragraph 5.1.9 of this Charter), as well as participating in the discussion and adoption of decisions within the competence of the membership meeting.
- 3.2.7** Each member of the Church participates in the material ministry of the Church proportionally to their income and the amount of necessary expenses associated with the service of the Church. Tithing is an honorable right of every member of the Church, an opportunity to serve God through financial support of the ministry of His Church. Those who do not participate in material ministry from the heart and willingly are robbing God and other members of the Church. (Ezra 2:68, Proverbs 3:9-10, Malachi 3:9-10, 2 Corinthians 9:7)
- 3.2.8** Church members are obliged to wear clothing befitting saints and not to give cause for reproach and temptation by their appearance (Deuteronomy 22:5; 1 Peter 3:3-4; 1 Corinthians 11:4-5).
- 3.2.9** Members of the Church may withdraw from membership in the Church at their own discretion, notifying the Church ministers and providing information about which church they are transferring to. The final decision on this matter is

made at the Brotherhood Council, followed by notification at the membership meeting.

3.3 Membership Meetings and Decisions of Church Members

- 3.3.1** Church members have the right to elect or remove members from the Brotherhood Council, to vote on any changes to the Charter or its clauses, as well as on any other issue duly submitted for advisory voting by the Brotherhood Council.
- 3.3.2** The secretary must maintain a formal list of the names, addresses, and status of voting and non-voting members.
- 3.3.3** Members who are present at any membership meeting, which is held after prior announcement, shall constitute a quorum.
- 3.3.4** An affirmative vote of at least 51% of the voting members personally present at a duly convened meeting is necessary and sufficient for decisions to be made by the voting members. Abstentions are counted towards the total number of votes and do not reduce the required number of affirmative votes needed to pass a motion. Each decision requires a clearly defined motion, a second, and a vote. All successfully adopted motions must be recorded in the meeting minutes.
- 3.3.5** Proxy voting is not permitted at any meeting of voting members or as part of the decision-making process of voting members.
- 3.3.6** There shall be annual meetings of voting members held for the purpose of confirming or re-electing members of the

brotherhood council. These will be held in the first quarter of the calendar year, at a time and place approved by the Brotherhood Council. At the reporting meeting, members will receive a report from the ministers of the brotherhood council regarding the activities, management, and financial affairs of the church.

- 3.3.7** The announcement of a membership meeting must be given at least two (2) weeks before the meeting. The notice should be announced at church services and also posted on the church website. The announcement should include the date, time, and location, and, if necessary, the purpose of the meeting. An announcement of a regular meeting does not require stating the purpose unless the purpose is to amend the charter or to vote on the removal of a member of the brotherhood council or a responsible minister. Extraordinary meetings always require stating the purpose(s) for which the meeting is convened. If amendments to the charter or founding documents are to be considered, the announcement must include a brief summary of the amendments, or the exact wording of the changes must be included.

3.4 Church Discipline.

- 3.4.1** To maintain order and discipline in the Church and to correct those who sin, the Church, according to Holy Scripture, applies measures of Church discipline to those who have sinned, such as:
- Reprimand (Matthew 18:15; Jude 22-23; 1 Timothy 5:20).
 - Exhortation and admonition (1 Thessalonians 5:11,14; 2 Timothy 4:2).

- Church censure (2 Thessalonians 3:14-15).

- Excommunication from the Church
(1 Corinthians 5:11-13, 16:22).

3.4.2 Two purposes of discipline:

3.4.2.1 For the benefit of the Church, to protect the Church from being infected by the sin of the person being disciplined (1 Corinthians 5:6). Impunity for sin can serve as a temptation for others.

3.4.2.2 To protect the Church from false doctrines (1 Timothy 3:15; Jude 3-4)

3.4.2.3 A warning to others (Acts 5:11)

3.4.2.4 To protect the Church's witness to outsiders.

3.4.3 For the benefit of the person undergoing discipline.

3.4.3.1 Restoration (Hebrews 12:5-11; Galatians 6:1; 2 Corinthians 2:4-8).

3.4.3.2 To save him from death as punishment if he continues to live in sin (James 5:19-20).

3.4.4 Censure and excommunication are decided by the Brotherhood Council and approved at a membership meeting by a simple majority vote of the members of the Church present. In some cases, the Church may set a time limit for the duration of the punishment. The punishment is lifted at a Church membership meeting after the sinner's sincere repentance, abandonment of sin, and a discussion with the Brotherhood Council. After the readmission to the Church of those excommunicated from among the ordained ministers of the Church, they subsequently lose the right to

perform sacred duties in the Church (Hosea 4:6; Ezekiel 44:10-13).

- 3.4.5** The Church's decision on punishment is made in the presence of the offender. In case of the offender's unjustified absence, the Church has the right to decide on his punishment in his absence.
- 3.4.6** Those under reprimand and excommunicated do not have the right to participate in Church services and the Lord's Supper. Church members should not greet such persons with a holy kiss (1 Corinthians 5:11-13). Excommunicated persons do not have the right to be present at Church membership meetings.
- 3.4.7** Church punishments cannot be appealed in court, as only the Church membership meeting is competent to decide on matters of internal church life (Matthew 16:19; 1 Corinthians 6:1-2).
- 3.4.8** The Pastor and the Brotherhood Council have the right to hold their members accountable for their behavior in the Church, in the family, at work, and in public places. If necessary, the Brotherhood Council, based on Holy Scripture (1 Tim. 5:20), has the right to make public a particular transgression and recommend to the Church membership meeting that Church discipline be applied for an unchristian lifestyle or behavior.
- 3.4.9** If a Church member, whose case concerning the imposition of Church discipline is being considered, declares their intention to leave the Church, the decision on the disciplinary measure is made, and information about this is transmitted to the ministers of the church to which he or

she is transferring to.

3.4.10 Church members who systematically violate these Statutes or who do not attend worship services and membership meetings for three months without valid reasons may be removed from the list of Church members, with subsequent notification of this decision.

4. Family and Marriage

4.1 Marriage is established by God as a union of one man and one woman. (Genesis 2:18, 1 Corinthians 9:5)

4.2 The following are not permitted in the Church:

4.2.1 Same-sex marriages;

4.2.2 Marriages concluded by persons falling into the categories specified in paragraph 3.1.7

4.3 Marriage should be concluded only in the Lord (2 Corinthians 6:14-16). In the case of marriage with members of other, spiritually related, Evangelical Churches, both parties must determine their membership in one Church, in which, as a rule, the marriage ceremony is performed. In individual cases, the Pastor has the right to refuse to perform the marriage ceremony.

4.4 Church members must maintain the purity of marriage and fidelity in married life; all immorality in sexual relations is condemned by the Word of God (Romans 1:26-27). Young men and women should maintain chastity and purity in pre marital relationships (Psalm 118:9; Hebrews 13:4).

4.5 According to Holy Scripture, the marriage union is for life, with God's commandment: "What God has joined together,

let no one separate" (Matthew 19:6).

- 4.6** Parents are obligated to care for the spiritual and physical upbringing of their children, in accordance with Holy Scripture, and are responsible for this before God. Therefore, in exceptional cases, they may apply moderate physical punishment to disobedient children (1 Samuel 3:13; Proverbs 13:24; Proverbs 19:18; Proverbs 23:13-14; Hebrews 12:7-11).

5. Church Governance.

5.1 Church Membership Meeting.

- 5.1.1** The Church membership meeting is the highest authoritative body for resolving all major issues related to the service and life of the Church.
- 5.1.2** Every member of the Church has the right to vote in the management of church affairs that fall within the competence of the membership meeting. This right is exercised through participation in the discussion of church issues and voting at membership meetings. The competence of the membership meeting includes issues of the greatest importance, such as:
- 5.1.2.1** Adoption of the Church Charter and making amendments to it.
 - 5.1.2.2** Election of Church ministers.
 - 5.1.2.3** Approval of the composition of the Brotherhood Council.
 - 5.1.2.4** Approval of the Church budget.
 - 5.1.2.5** Decision-making regarding real estate owned by the Church: acquisition, construction, sale, exchange, etc.

- 5.1.2.6** Other issues requiring significant financial expenditures or entailing serious changes in the life and ministry of the Church.
- 5.1.3** Current issues of the Church's functioning are decided by the Brotherhood Council with subsequent notification of the Church members.
- 5.1.4** All decisions of the membership meeting on all issues, including the election of new ministers, the adoption of amendments and additions to this Charter, and others, are considered valid and have force if they are voted for by a simple majority of the Church members participating in the vote.
- 5.1.5** As needed, but at least once every 6 months, membership meetings are held in the Church, conducted by the Pastor or a person replacing him, on behalf of the Brotherhood Council.
- 5.1.6** Every member of the Church can submit proposals or comments for discussion at the Brotherhood Council or at a membership meeting. To do this, it is necessary to submit the proposal in writing to any member of the Brotherhood Council. The submitted proposals should reflect the following points:
- 5.1.6.1** What is the essence of the proposal or comment?
- 5.1.6.2** What is the biblical, logical, or practical basis for accepting the proposal (why should it be accepted in the Church)?
- 5.1.6.3** How will the proposal contribute to the building up of the local Church?

- 5.1.6.4 What resources (finances, time, people) will be needed to implement this proposal?
- 5.1.7 If the proposal or comment concerns other people, it is necessary to indicate whether it has been discussed with them.
- 5.1.8 The person submitting the proposal or comment must indicate their name and contact phone number. Anonymous proposals or comments will not be considered.
- 5.1.9 Each proposal or comment is registered by the Church secretary and considered by the Brotherhood Council within the following month.
- 5.1.10 The author of the proposal may be invited to the Brotherhood Council meeting where the proposal will be considered.
- 5.1.11 A decision is made on each submitted proposal or comment. The results are communicated first to the author, and then, if the Brotherhood Council deems it necessary, the issue is presented to the membership meeting.

5.2 Brotherhood Council.

- 5.2.1 The Brotherhood Council is the main governing body of the Church and the legal equivalent of the Board of Directors as a department defined by Oregon law, responsible for all current affairs of the Church and its ministries, such as:
 - 5.2.1.1 Determining the overall development strategy of the Church.
 - 5.2.1.2 Selecting and approving heads of departments.
 - 5.2.1.3 Overseeing each type of ministry.

- 5.2.1.4** General organization of the Church's functioning.
- 5.2.1.5** Preparing the agenda for membership meetings.
- 5.2.1.6** Imposing and lifting church disciplinary measures, with their submission to the membership meeting for approval.
- 5.2.1.7** Monitoring budget execution and financial discipline.
- 5.2.1.8** Representing the Church in state and administrative bodies.
- 5.2.1.9** Issues of interchurch cooperation.
- 5.2.2** Members of the Brotherhood Council may be spiritually mature brothers who meet the characteristics of a minister presented in 1 Tim. 3:1-13; Titus 1:6-9; 1 Peter 5:1-3. Candidates for service on the Brotherhood Council are nominated by the ordained elders of the Church.
- 5.2.3** The quantitative composition of the Brotherhood Council (no less than 5 and no more than 30) is determined depending on the number of church members and types of Church ministry. The pastor and other ordained elders approved for service in the local Church are permanent members of the Brotherhood Council.
- 5.2.4** The pastor and other ordained ministers appointed to serve in the local church are ex officio voting members of the Brotherhood Council on a permanent basis. All candidates for the Brotherhood Council, before voting for their election as members, must first be recommended by the Pastoral Council.

- 5.2.5** A member of the Brotherhood Council may be relieved of service on the Council due to his inability to participate in the work of the Council, loss of spiritual qualifications (see paragraph 5.2.2), or for other reasons that make his service impossible, if this is confirmed by a majority of the Council members.
- 5.2.6** An elected member of the Brotherhood Council may be removed by the church members with or without cause, by an affirmative vote of 51% of the members present at a membership meeting, provided that the meeting was properly convened with prior notice announcing the vote on the removal of the Council member at the meeting.
- 5.2.7** A member of the Brotherhood Council may voluntarily resign from the Council at any time. The resignation must be submitted in writing to the Council, its President, or Secretary.
- 5.2.8** All issues brought before the Church membership meeting must be discussed beforehand at the Brotherhood Council.
- 5.2.9** For the resolution of certain issues, an expanded brotherhood council consisting of all male members of the Church may be convened.
- 5.2.10** To resolve issues requiring confidentiality, the Pastor may convene a Council consisting only of currently ordained ministers.
- 5.2.11** The Brotherhood Council is accountable to the Church.

5.3. Church Ministers

5.3.1 Ministers in the Church are all those dedicated to working with souls: Pastors, deacons, evangelists, missionaries, preachers, music and singing workers, Sunday and Bible school teachers, youth leaders (Ephesians 4:11; Romans 12:6-8)

5.3.2 Pastor

5.3.2.1 For daily ministry and spiritual leadership of the Church, in accordance with Holy Scripture (1 Timothy 3:1-7; Titus 1:5-9), the Church elects a Pastor. If necessary, the Church may have several Pastors, one of whom is the responsible, or Senior Pastor. The Senior Pastor is elected by secret ballot.

5.3.2.2 The person elected to the pastoral ministry undergoes a probationary period in the Church for up to one year and then, with the blessing of the Church, is ordained at a solemn worship service.

5.3.2.3 Ordained ministers who have come from other places may be introduced into the Church's ministry after an interview with them at the Brotherhood Council and a probationary period. The Brotherhood Council requests information about such individuals from the churches in which they previously served.

5.3.2.4 Pastors may be fully or partially supported by the Church. (1 Corinthians 9:3-14; 1 Timothy 5:17-18)

5.3.2.5 The pastor is the spiritual leader and is responsible for all types of ministry in the Church. No issue related to the life of the Church can be resolved without his knowledge.

5.3.2.6 The pastor conducts regular worship services, membership training meetings, meetings of the Brotherhood Council, works with deacons, preachers, choirmasters and choirs, youth, various groups, councils and committees. He may entrust similar work to other ministers and members of the Brotherhood Council, at his discretion.

5.3.2.7 Release from pastoral duties may occur for the following reasons:

5.3.2.7.1 At the Pastor's personal request (in this case, the Pastor must notify the Brotherhood Council at least three months before the expected date of termination of service)

5.3.2.7.2 In case of the Pastor losing the qualifications of a minister, as presented in 1 Tim. 3:1-7; Titus 1:6-9; 1 Pet. 5:1-3. In such a case, the fact of loss of qualification must be confirmed by at least 4 members of the Brotherhood Council. This decision is confirmed by a specially convened membership meeting.

5.3.2.7.3 Due to age

5.3.2.8 Church ordinances are performed by ordained ministers. In case of illness or temporary absence of the Pastor, his service, at the instruction of the Pastor or the Brotherhood Council, is performed by one of the ordained ministers approved by the Church.

5.3.3 Deacons

- 5.3.3.1** Deacons must meet the characteristics presented in 1 Tim. 3:8-13, Acts 6:1-6. Candidates for deacons are nominated by the ordained ministers of the Church. After election by the Church, and, if necessary, a probationary period, with the blessing of the Church, deacons are ordained at a solemn worship service.
- 5.3.3.2** The main task of the deacon's ministry is to provide comprehensive assistance to the Pastor and other ministers in carrying out their ministry, providing assistance in the service of various departments of the Church. The deacons' responsibilities also include preparing everything necessary for the Lord's Supper, organizing material service, ensuring the storage, accounting and proper operation of material and technical means belonging to the Church, as well as organizing the reception of guests and assisting in various Church events. Deacons also visit church members in their homes and perform other duties assigned by the Pastor to ensure the smooth operation of the entire church ministry.
- 5.3.3.3** Deacons may enlist the help of other mature church members after prior approval by the responsible Pastor.
- 5.3.3.4** If necessary, deaconesses may be elected in the Church, whose tasks include assisting the church ministers in matters of ministry among the sisters, as well as organizing charitable, assistance and mercy ministries in the Church, for missionaries, and in other situations. Deaconesses are elected by the church. (Romans 16:1-2)

5.3.4 Church Secretary

5.3.4.1 To resolve all administrative issues, a church secretary is elected to assist the Church Pastor, upon the recommendation of the Brotherhood Council. This may be one of the ministers or members of the Brotherhood Council.

5.3.4.2 The duties of the Church secretary include:

- 5.3.4.2.1** Representing the Church in government bodies.
- 5.3.4.2.2** Resolving all administrative issues to ensure the normal functioning of all types of Church ministries.
- 5.3.4.2.3** Writing and issuing, as needed, letters of membership, citizenship, and letters of recommendation to Church members.
- 5.3.4.2.4** Providing care and necessary assistance to auxiliary services.
- 5.3.4.2.5** Searching for and renting locations for church events outside the church building, such as baptisms, children's camps, church camps, and others.
- 5.3.4.2.6** Keeping minutes of meetings of the Brotherhood Council and membership meetings.

5.3.5 Heads of Ministry Departments

5.3.5.1 To ensure effective ministry in the Church, various departments are created, responsible for specific forms of ministry. These may include:

- 5.3.5.1.1** Prayer ministry.

- 5.3.5.1.2 Missionary department.
- 5.3.5.1.3 Music and singing department.
- 5.3.5.1.4 Children's ministry.
- 5.3.5.1.5 Teen ministry.
- 5.3.5.1.6 Youth ministry.
- 5.3.5.1.7 Bible school.
- 5.3.5.1.8 Russian school.
- 5.3.5.1.9 Information and publishing department.
- 5.3.5.1.10 Photo and video department.
- 5.3.5.1.11 Other departments that contribute to the overall development and building up of the Church.

5.3.5.2 Department heads may be either ministers or spiritually mature church members who meet the biblical requirements for stewards and workers. In areas of ministry that include teaching the Word of God, leaders must meet the requirements for ministers (1 Tim. 3:2-7; 2 Tim. 2:15).

5.3.5.3 The leaders of the church choirs and orchestras, as well as their assistants, are appointed by the Brotherhood Council from among the church members, taking into account their gifts and level of spiritual maturity, to carry out quality service that meets the overall objectives of the Church.

6. Financial Activities of the Church

6.1 The Church's funds consist of voluntary donations from church members, worship service attendees, private individuals, and various organizations wishing to support the Church's ministry. For church members, material support of

the Church's ministry is an honorable duty assumed by each member upon joining the Church.

- 6.2** The funds of the local Church are spent on necessary needs to ensure all types of Church ministry and cover church expenses, on acts of mercy and charity, and other needs. The expenses necessary for the normal operation of all types of ministry are determined by the Brotherhood Council.
- 6.3** The general plan for spending funds for the year (Church Budget) is determined by the Brotherhood Council and approved by the Church. The Brotherhood Council is responsible to the Church for the correct expenditure of Church funds.
- 6.4** To verify the financial activities of the Church, an Audit Commission is elected from among the members of the Church, which conducts an audit of the Church's financial turnover at least once a year.
- 6.5** The Church treasurer is appointed by the Brotherhood Council and approved by the Church. His task is to keep strict records of the income and expenditure of Church funds. The treasurer is responsible for the timely and correct execution of all payments in accordance with state laws.
- 6.6** The Church accountant is appointed by the Brotherhood Council and approved by the Church. His tasks include carrying out all banking operations, as well as preparing all necessary documentation related to the financial activities of the Church.

6.7 If necessary, special extra-budgetary collections may be held in the Church for special needs, such as: support for missionary work, emergency situations in the lives of Church members, or other needs. Such collections may only be held by decision of the Brotherhood Council.

6.8 All donations are registered by name, except in cases of anonymous donations. Each donor has the right to receive an official document confirming the amount of their donations, except in cases of anonymous donations.

7. Resolution of disputed issues.

7.1 All disputed issues arising between members of the Church regarding spiritual ministry, Church practice, traditions, Church finances or property, must be resolved only by the Brotherhood Council. The Brotherhood Council has the right, with the consent of the majority of its members, to invite ministers from other Churches of the North-Western Association to resolve any issues. Decisions should be made after prayerful consideration of the matter, in a spirit of meekness and humility, when each member of the Council respects the position of the other and all consider one another as superior to themselves.

7.2 Decisions made by the Brotherhood Council on matters within its competence are final and not subject to appeal.

8. Termination of the Church's activities.

8.1 In the event of the termination of the Church's activities, all its debts, if any, must be fully repaid from the Church's property or real estate.

8.2 According to the requirements of the US Internal Revenue Code (Section 501C-1) of 1954, Church property and real estate are transferred to non-profit charitable organizations: Missions, Foundations, or Church Associations that are consistent with the spirit and teachings of the Church.

9 Amendments to the Charter

9.1 This charter may be amended or revised if approved by the Brotherhood Council and the members of the Church.

9.2 A positive vote of at least 51% of the church members present at the meeting is required to approve an amendment to the Charter.

9.3 A positive vote of at least 51% of the members of the Brotherhood Council present at the meeting where the vote is held shall be the final approval necessary and sufficient for the adoption of such changes.

9.4 Proper written notice must be given in advance, including either a written copy or a written summary of the proposed changes.

