

**Real Life Ministries
Silver Valley, Inc.**

Bylaws

July 2025

Real Life Ministries Silver Valley, Inc.

BYLAWS

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Bylaws

ARTICLE I Incorporation

SECTION 101 – Incorporation

REAL LIFE MINISTRIES SILVER VALLEY, INC. (hereinafter the “Corporation” or “Real Life SV” or “RLMSV” or “Church”) is incorporated under the laws of the State of Idaho, and has formed and adopted these Bylaws to set forth the rules by which it will be governed. These Bylaws are in accord with Articles of Incorporation and the principles of church administration practiced by the church of the New Testament.

SECTION 102 - Background

Real Life Ministries Silver Valley practices congregational autonomy. The congregation is independent in government, bound to other congregations only by love and fellowship with Christ.

SECTION 103 – Affiliated Groups

This Corporation shall remain autonomous and unencumbered by affiliation with any other religious, social or political groups whatever, as set forth in the Constitution Article Five, "Governance".

SECTION 104 – Subsidiary Corporation

All subsidiary non-profit corporations shall be wholly owned and controlled by the Church through 100 percent representation on the subsidiaries Board of Directors. Each subsidiary corporation Board shall, as a minimum, include one member of the Elders of the Church.

ARTICLE II Purpose

SECTION 201 – Purpose

Just before our Lord and Savior, Jesus Christ, was taken up into heaven, He gave the disciples and us this command and commission: “All authority in heaven and on earth has been given to me. Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age” - Matthew 28:18-20.

It is by these words that we are all called and empowered to change the world for Jesus Christ, one person at a time by...

1. **Sharing** Christ with a dying world - Matthew 28:19; Luke 19:10.
2. **Connecting** people to God and to each other - Matthew 22:37-40; Hebrews 3:12-13.
3. **Ministering** to those in the church and in the community by training believers to give of their time, talent, and treasure - Ephesians 4:11-13.
4. **Discipling** people to disciple other people - Matthew 28:19-20; Mark 10:14; Luke 17:2; Ephesians 6:4; 2 Timothy 2:2.

Everything at Real Life Ministries Silver Valley revolves around these four purposes.

ARTICLE III Membership

SECTION 301 - Qualifications

A. Admission

Any person who is old enough to hear and understand the Gospel and repent of his/her sins - Acts 17:30; Ephesians 1:13 - shall be united with the Church upon a public confession of faith in Jesus Christ as the Son of God - Romans 10:9-10 -, baptism through full immersion in water - Acts 2:38; Romans 6:1-4 -, and by understanding and fulfilling the responsibilities set forth in Bylaws, Article III, Section 303.

B. Transfer

Any person meeting the qualification of Section 301-A may transfer membership from another church organization by a statement signifying a previous and continuing commitment of faith and baptism, provided such person also understands and accepts the biblical and membership responsibilities set forth in Bylaws, Article III, Section 303.

C. Status

Any person faithfully continuing to meet the requirements of membership as stated in Bylaws, Article III, Sections 302, 303 will be considered a member in good standing.

SECTION 302 - Admission Procedure

People interested in becoming members must complete the Real Life Ministries Silver Valley 101 Membership Class and sign a Membership Covenant.

SECTION 303 - Responsibility of Membership

All members will:

1. Be biblically committed Christians as evidenced by repentance, confession, water baptism by immersion and grow spiritually in Christ and be equipped and involved in the ministry of Real Life Ministries Silver Valley - John 1:12, 14:6; Romans 5:1; 6:23; Galatians 3:26; Ephesians 2:8-9, 4:12-13; Titus 3:5; Hebrews 10:25.
2. Protect the unity of Real Life Ministries Silver Valley - Romans 5:5, 19; Ephesians 4:29; 1 Peter 1:22.
3. Share the responsibilities of ministry - Luke 14:23; Romans 12: 3-8; 2 Corinthians 5:18; Matthew 25:14-30.
4. Be actively engaged in some ministry at Real Life Ministries Silver Valley - Ephesians 4:11-12; Philippians 2:3-4, 7; 1 Peter 4:10.
5. Support the testimony of Real Life Ministries Silver Valley - Leviticus 27:30; Malachi 3:7-12; Matthew 23:23; 1 Corinthians 16:2; Philippians 1:27; Hebrews 10:25.
6. Commit to develop a heart of stewardship, which includes your time, talent, and treasure which includes but is not limited to tithing (10%) of all these, especially your treasures (finances) which enable the church to "win the world to Jesus Christ one person at a time" - Leviticus 26:30; Malachi 3:7-12; Matthew 23:23.
7. Biblically submit to the leadership of the Elders and Pastors - 1 Thessalonians 5:13; Hebrews 13:17; 1 Peter 5:5.
8. Complete the 101 Class - "Joining the Team" and sign the Real Life Ministries Silver Valley Membership Covenant.

9. As you step into serving in a ministry, commit to completing the 201 class- "Ministry Huddle" on an annual basis.
10. Be faithfully involved in a small group with the ongoing goal of relational discipleship.
11. Follow Jesus' command of Matthew 28:19-20 to...*"go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely, I am with you always, to the very end of the age."*
12. Comply with the biblical standards of discipline as followed by the leadership of Real Life Ministries Silver Valley and verified by the Elders as is necessary for the ongoing Church health and unity.
13. If an individual does not meet one of the requirements for membership in section 303, that individual may make an appeal to the Board of Elders. The Board of Elders shall Biblically examine their testimony and reasoning, determining whether an exemption shall be granted to the individual for membership. The determination to grant an exemption for membership must be made by a unanimous consensus by the Board of Elders.

SECTION 304 - Children of Members

Children of adult members do not automatically become members of Real Life Ministries Silver Valley. Nor do they automatically gain membership upon reaching a certain age of accountability. Our concern is that each young person and member has a personal relationship with our Lord and Savior Jesus Christ. This relationship cannot be inherited by virtue of a parent's profession and commitment. However, it is not our intention to exclude young people from the life of the church. Therefore, children may become members of the Church provided they have the support of their parents and/or guardian and meet the membership standard of Bylaws, Article III, Section 302 and 303.

SECTION 305- Termination of Membership

Membership may be terminated for the following reasons.

A. By Transfer

Any member in good standing who wishes to affiliate with another church will be granted a Letter of Recommendation upon request by the church with which he or she desires to associate. The letter will be sent to the requesting church upon the review and recommendation of the Board of Elders.

B. By Request

Any member who requests termination of membership for whatever reason will be granted that request. If there are unresolved problems between the requesting member and the Church, efforts will be made by the Elders to resolve any points at issue prior to the granting of the termination request.

C. By Disciplinary Action

Should any member of Real Life Ministries Silver Valley be found to be flagrantly negligent in living the Christian life as explained in The Statement of Faith, the Church reserves the right to administer, by the Elders, biblical forms of church discipline, as outlined in Matthew 18:15-17. Should faithful efforts by the Elders render no promise of reform or manifest no spirit of repentance on the part of the member in question, membership may be terminated upon unanimous recommendation of the Board of Elders. A member removed from fellowship by disciplinary action may be reinstated only by means of the normal admission procedure and review by the Board of Elders - Bylaws, Article III.

D. By Inactivity

If a member has not participated in any of the church worship services for a period of six months and many attempts have been made by Staff and Elders to encourage their participation, their membership will likely be ended and their name will be removed from the membership.

E. By Death

The name of the deceased will be removed from the membership.

F. Non-Member Roster

All "terminated" memberships will be recorded in a non-member roster, including dates.

ARTICLE IV Organization and Administration

SECTION 401 - Background

Real Life Ministries Silver Valley practices congregational autonomy. The congregation is independent in government, bound to other congregations only by love and fellowship in Christ.

SECTION 402 - Elders

All Elders must be men who meet the biblical standards of an overseer and be members in good standing with the congregation. The Elders shall be the spiritual leaders of the congregation. The Elders represent the Real Life Ministries Silver Valley Corporation in acquiring and disposing of real property, signing for the Corporation, and financial accountability.

SECTION 403 - Governing Board

The Elders shall be the governing body of the Church by being biblical overseers of all the ministries and business affairs of the Church.

ARTICLE V Appointments

SECTION 501 – Elders

A. Selection

1. Nominations of any male members in good standing may be made by any Church member who is also in good standing.
2. All names shall be submitted to the Board of Elders for review and examination.
3. Nominees who complete the Elder training process and are approved by the Elders shall be presented to the congregation. Although the congregation does not have the prerogative to approve or disapprove the appointment of an Elder, members of Real Life Ministries Silver Valley may share their comments in writing with signatures about any potential Elder.
4. Final approval of the Elder nominees must be unanimous by the Board of Elders.
5. The number of Elders will not be less than (3) three.

B. Qualifications

The qualification of each nominee shall be examined by the Elders with the qualifications of Church leadership as set forth in the New Testament. If found acceptable, the willingness of each nominee to serve will be verified by his acceptance of the following conditions and those duties specified in the Bylaws, Article V, Section 501-D & E and Article VII, Section 701:

1. To uphold and maintain the scriptural qualifications of personal character – 1 Timothy 3:1-7; 5:17-27; Titus 1:5-9.
2. To set the highest example of moral integrity in his business and citizenship responsibilities.
3. To be able and willing to teach the Word of God both publicly and privately, when requested.
4. To demonstrate Christian hospitality to both acquaintances and strangers.
5. To provide oversight and spiritual guidance for those members of the RLMSV “flock of God” which are duly assigned to him.

Only active members of the Real Life Ministries Silver Valley congregation for at least one year may be nominated for Eldership.

C. Term

The term for an Elder shall be three years from the final approval date. No Elder may serve more than two consecutive terms without interruption of at least a one year, unless the following circumstances exist:

1. The number of Elders would be less than six, and
2. The Board of Elders unanimously approves the exemption.

D. Specific Duties

Elders will oversee with biblical love and wisdom:

1. Hiring and firing of all pastoral team members.
2. Theological Issues.
3. Philosophical changes of ministry direction.
4. Structural changes of buildings and grounds.
5. Budget allocations.

E. Responsibilities

An Elder shall be responsible to:

1. Seek the Lord and find delight in Him.
 - a. Give adequate time to personal prayer and study in the Word.
 - b. Labor and strive after godliness - 1 Timothy 4:6-10.
2. Be a Pastor to his own family first - 1 Timothy 3:4-5.
 - a. Time together in prayer, spiritual conversation, and the Word - Ephesians 5 and 6.
 - b. Exercise love and discipline in the home.
 - c. Meet the needs of one's wife in particular, deepening their intimacy and relationship together - Ephesians 5, 1 Peter 3:7.
3. Be an example to the believers - 1 Peter 5:1-3.
4. Pray for the whole church and for individual members - Acts 6:4.
5. Be involved in the teaching of God's Word - Acts 6:4; Ephesians 4:11; Titus 1:9.
6. Prepare others to be disciples of Jesus Christ who will in turn prepare others to be disciples of Jesus Christ ad infinitum.

7. Meet with the other Elders of the church at stated times for the purpose of prayer, discussion, making decisions related to the life of the church, and other such duties as may be part of the responsibilities of the Board of Elders as defined in the Bylaws, Article V, Section 501; Article VII, Section 701.
8. Support, encourage, minister to, and pray for all RLMSV staff members.
9. Support a Team Leader in a specific area of ministry and oversee the emotional, spiritual, and physical needs of the people involved.
10. Nurture and support team members' families.
11. Assist with connecting new families into the ministry of small groups.
12. Be available for prayer with people who are in need and pray continually for all ministries of the Church.
13. Attend and faithfully participate in weekend services as a good shepherd following the example of Jesus.
14. Be continually learning, personally growing, involved in home and accountability groups.

F. Commissioning

The Elders may commission men to the training and discipline of an ordained Minister/Pastor. During this period of time, at least one year, all commissioned men must be actively enrolled in an on-going educational process including the acquisition and the application of knowledge all of which is supervised by RLMSV pastoral personnel. These commissioned Ministers/Pastors in training to become ordained Ministers/Pastors can do the same pastoral work as an ordained Ministers/Pastors only as the activity/event is part of the ordination training process.

G. Ordination

The Elders may ordain men into full-time ministry. These men will have demonstrated in their lives the character and purpose of Jesus Christ, through study, teaching, positive family relationships, their daily walk, and a written doctrinal statement and personal review by the Board of Elders. The duties and responsibilities are the same for commissioned and ordained Ministers/Pastors. Ordination may be revoked by the Elders.

H. Termination

1. Any circumstances that render an Elder unable to perform his duties - Article V, Section 501 and as stated in Article VII, Section 701.
2. Action will be taken regarding an Elder in spiritual disharmony with Real Life Ministries Silver Valley in accordance with the biblical discipline - Matthew 18; 1 Timothy 5.
3. An Elder shall be removed from office upon the three-fourths vote of the other Elders.

ARTICLE VI

Corporate Officers

SECTION 601 – Officers

A. Officers

1. All officers shall be members of the Board of Elders.
2. All officers shall meet all the qualifications and fulfill all the duties of an Elder - Bylaws, Section 501.
3. The Lead Pastor shall be the President of the Corporation.
4. The Chairman, the Secretary, and the Treasurer shall be the Officers of the Corporation.

B. Responsibilities

1. The responsibilities of the President of the Corporation, the Lead Pastor, are contained in Bylaws, Article VIII.
2. The Chairman shall call meeting as provided and preside at all meetings of the Board of Elders.
3. The Secretary shall be responsible for keeping the minutes of all business meetings of the Corporation and the congregation, carrying on correspondence as necessary, maintaining a record of the members and non-members with reasons for termination of the congregation, giving official notice of all meetings for the Elders, and providing business meeting minutes of the Board of Elders.
4. The Treasurer shall oversee the process of the following:
 - a. Verifying, recording and depositing all monies received for the Corporation and shall oversee all disbursements which shall be made by check.
 - b. Pay from the receipts on hand of all authorized salaries and fixed expenses, and other amounts within the designated Budget of the Church as authorized by the Board of Elders.
 - c. Hold in trust of all monies belonging to the Church in the appropriate checking, savings, or another account as approved by the Elders.
 - d. Maintain appropriate records of all expenditures of the Church.
 - e. Prepare monthly, quarterly, and year-end financial reports for presentation to the Elders.
 - f. Delegate the actual disbursement of funds to another individual with the unanimous approval of the Board of Elders.
 - g. Review all "designated" offerings.

Note: The Treasurer shall be bonded in such amount as the Elders require, and at the expense of the church.

C. Term

The Officers shall be elected to serve for a term of one year and/or until their successors are elected.

ARTICLE VII Government

SECTION 701 - Board of Elders

A. Membership

The Board of Elders shall be comprised of those Elders nominated by the Church and confirmed by the Board of Elders - Bylaws, Article V, Section 501.

B. Responsibilities

The Board of Elders shall:

1. Be responsible for the administration of the Church under God's authority.
2. Be responsible for the development of the spiritual life of the Church and its members.
3. Oversee all the business affairs of the church
4. Define and interpret the overall objectives and aspirations of the Church which, if attained, will produce progress toward fulfilling the biblical and organizational purposes for its existence.
5. Become aware of the spiritual needs and concerns of those in the congregation, and assist in the establishment of goals for the Church based on these concerns.

6. Oversee the development of strategies by the various Boards, committees, ministry groups and individuals using available resources to meet the goals of the Church, including all programs, ministries, meetings, and other efforts of the Church. Individual members may be assigned as liaison to various boards for specific periods of time.
7. Administer biblical forms of Church discipline to members as outlined in Matthew 18:15-17, when a member is found to be flagrantly negligent in living the Christian life.
8. Act on termination of membership as provided for in Bylaws, Article III, Section 305.
9. Ensure all candidates for positions of Elder are properly evaluated.
10. Have the authority to remove Elders and redesign corporate responsibilities. The three-fourths decision of all other members of the Board is necessary for dismissal.
11. Approve expenditures by Boards, Committees, officers, and ministry groups when such expenditures are within the Budget categories previously approved by the Elders, but temporarily exceed the limitations of the Church Budget.
12. Review and approve the Annual Budget.
13. Elect the officers of the Corporation: Chairman, Secretary, and Treasurer.
14. Hold in trust all deeds to Church property, to care for and maintain all Church property, to oversee the use of all Church property, and to attend to all legal matters. Church property as referenced in these By-laws shall include land, buildings, easements, and fixed assets. This includes equipment such as computers, copy machines, sound equipment, vehicles, etc. which have \$5,000.00 or more in value.
15. Act in behalf of the Membership in areas involving the buying, selling, mortgaging, leasing or renting of real property.
16. Oversee the care and upkeep of all Church property including necessary utilities, improvements, repairs, minor alterations, and general maintenance, with the delegation of responsibilities as required.
17. Maintain adequate property and liability insurance coverage for all Church property and facilities.
18. Plan for future expenditures on property and facilities.

C. Organization and Procedures

The organization and procedures for the conduct of Church business shall be determined by the Board of Elders.

D. Meetings

The Board of Elders shall meet:

1. At least once per month for church business.
2. At least once per month for prayer.
3. As and when necessary to conduct its business.

See Bylaws, Article V and VII.

E. Authority

1. On the basis of the Bible, the administration of authority in the Church is given by the Holy Spirit to the Elders who are to administer God's authority and be responsible for His will being done. The Board of Elders, therefore, shall have the authority to interpret the Constitution & By-laws and implement actions consistent with these documents.
2. The Elders shall have the authority to buy, sell, lease, rent, mortgage, encumber and convey real property when authorized during a properly called meeting of the Board of Elders.

F. Discipline

The Board of Elders shall with the assistance of the pastoral staff oversee all discipline of RLMSV members. It is the heart of a good shepherd to encourage all the sheep to restoration of full health. Pastors and Elders shall be committed to the process of loving church discipline with biblical care and sensitivity. Should there arise a need for discipline of a member, the Elders will follow the biblical instructions on proceeding through difficult circumstances.

The steps of discipline toward restoration shall include initiation, fact finding, intervention, choices by the member being disciplined, and ongoing accountability leading to restoration. The disciplined member will choose between the way of repentance or the way of refusal. The entire process shall be closely monitored by the Elders with counsel by the pastoral staff. The intent of all discipline shall be to see the church member fully restored to being a member in good standing at RLMSV.

G. Mediation

When two or more members wish to have the Elders mediate a dispute or conflict, the Elders shall oversee and develop a mediation process uniquely tailored for the situation. Those members in conflict must trust in God and the love and wisdom of the Elders and/or their designates to lead the parties to a God-honoring conclusion. Any member desiring such attention by the Elders can make a request to a one of the Elders.

ARTICLE VIII Staff

SECTION 801 - Staff

A. Qualifications

The qualifications for Lead Minister/Pastor shall be:

1. The Biblical standards for the office of Elder - 1 Timothy 3:1-7; Titus 1:6-9.
2. Ordained by the Board of Elders through the laying on of hands and shall hold membership in this Church during his term of service.

If necessary, any additional qualifications shall be determined by the Board of Elders.

B. Responsibilities

The responsibilities of the Lead Minister/Pastor shall be:

1. To serve as a member of the Board of Elders - Bylaws Article VI.
2. To minister to the Congregation through the regular biblical preaching and teaching.
3. Coordinate the day-to-day operations of the Church including the Staff and be wholeheartedly committed to winning the world to Jesus Christ one person at a time by building relational environments for biblical discipleship.
4. Oversee the Church's observance of its ordinances and ceremonies.

C. Outside Ministry

The Lead Minister/Pastor shall keep the Board of Elders fully informed about his involvement in ministries, work, or other endeavors outside of the Church and its ministries. All monies received by the Lead Minister/Pastor for all "Outside Ministry" will be processed in keeping with the standards of the Evangelical Council for Financial Accountability - EFCFA.

D. Authority and Limitations

1. The Lead Minister/Pastor shall have the authority to interpret the Scriptures to the Congregation consistent with the Doctrinal Statement of the Church.
2. The authority of the Lead Minister/Pastor to expend funds is limited to his participation as the President of the Corporation and member of the Board of Elders - Bylaws, Article VII.

E. Term of Service

A Lead Minister/Pastor shall be called for an indefinite period of time. His tenure of service shall terminate by his resignation or death or by a three-fourths vote of the Board of Elders. If the Lead Minister/Pastor voluntarily resigns, he shall give to the Board of Elders a thirty day written resignation. If the Board of Elders decides, in the best interest of the entire Church, to terminate his services, the Lead Minister/Pastor shall receive thirty days notice or thirty days salary in lieu of such notice, whichever is in the best interest of the Church.

F. Conditions of Employment

The salary of the Lead Minister/Pastor and other compensation such as Social Security, insurance, housing allowance, and pension shall be specified in writing and made a part of the call upon which the Elders decide. Likewise, such items as authorized vacation, attendance at meetings and conferences, moving expenses, and other agreed upon conditions shall be addressed in the call. The call shall be in the form of a legal agreement. Changes in the conditions of employment are to be enacted by a decision of the Board of Elders.

SECTION 802 - Paid Staff Positions

All paid staff positions shall be within the parameters of the annual Church budget. The Lead Minister/Pastor, with the approval by the Board of Elders, will hire all pastoral staff positions and non-pastoral staff positions.

A. Pastoral Positions

1. Selection

a. Potential candidates will:

- 1) Complete a RLMSV Application for Employment and submit a resume.
- 2) Be interviewed by the Lead Minister/Pastor.
- 2) Be interviewed by the leader and staff of the specific ministry.
- 3) Be reviewed by the Team Leader and all pertinent Team members.
- 4) Be interviewed by the Board of Elders.

2. Qualifications

All pastoral staff shall meet the qualifications as stated in 1 Timothy 3:1-7; Titus 1:6-9 and the Real Life Ministries Silver Valley Employment and Policy Manual. Additional qualifications shall be determined by the Board of Elders.

3. Responsibilities

Each employee will receive a Job Description identifying all responsibilities. The general responsibilities of all pastoral staff members are stated in the Real Life Ministries Silver Valley Employment and Policy Manual. All staff members shall be directly responsible to their Team Leader.

4. Outside Ministry

All Staff Pastors shall keep the Elders fully informed about their involvement in ministries, work, or other endeavors outside of the Church and its ministries. All

requests to do ministry, work, and/or other endeavors outside of the Church and its ministries by pastoral staff members must be submitted to the staff member's Team Leader 30 days in advance. All monies received by Staff Pastors for all "Outside Ministry" will be processed in keeping with the standards of the Evangelical Council for Financial Accountability - ECFA.

5. Authority and Limitations

All staff members have authority and limitations as members of a specific ministry team led by a Team Leader and all are required to fulfill their ministries within the approved fiscal budget.

6. Term of Service

Real Life Ministries Silver Valley is an "at-will" non-profit Idaho corporation and a 501 (c) (3) organization. In the event an employee wishes to terminate employment, a written resignation from the employee is required 30 days prior to the employee's last hour of work. In the event Real Life Ministries Silver Valley wishes to terminate the employment of an employee, a written explanation will be available to the employee in keeping with the Real Life Ministries Silver Valley Employee Manual.

7. Conditions of Employment

The salary of all pastoral employees and other compensation such as Social Security, insurance, housing allowance, time away, etc. shall be determined by the Board of Elders within the fiscal budget. Performance evaluations and changes in the conditions of employment shall be enacted by the Board of Elders.

B. Non-Pastoral Positions

1. Selection

a. Potential candidates will:

- 1) Complete a RLMSV Application for Employment.
- 2) Interview with the leader and staff of the ministry.
- 3) Be reviewed by the Team Leader and all pertinent Team members.

2. Qualifications

All non-pastoral staff shall meet the qualifications as stated in the Real Life Ministries Silver Valley Employment and Policy Manual. Additional qualifications shall be determined by the Board of Elders

3. Responsibilities

Each employee will receive a Job Description identifying all responsibilities. The general responsibilities of all non-pastoral staff members are stated in the Real Life Ministries Employment and Policy Manual. All staff members shall be directly responsible to their ministry leader and their Team Leader. Additional responsibilities shall be determined by the Board of Elders.

4. Outside Ministry

All non-pastoral staff shall keep the Board of Elders fully informed about their involvement in ministries, work, or other endeavors outside of the Church and its ministries. All requests to do ministry, work, and/or other endeavors outside of the Church and its ministries by pastoral staff members must be submitted to the staff member's Team Leader 30 days in advance.

5. Authority and Limitations

All staff members have authority and limitations as members of a specific ministry team led by a Team Leader and all are required to fulfill their ministries within the approved fiscal budget.

6. Term of Service

Real Life Ministries Silver Valley is an "at-will" non-profit Idaho corporation and a 501 (c) (3) organization. In the event an employee wishes to terminate employment, a written resignation from the employee is required 30 days prior to the employee's last hour of work. In the event Real Life Ministries Silver Valley wishes to terminate the employment of an employee, a written explanation will be available to the employee.

7. Conditions of Employment

The salary or hourly rate of pay of all non-pastoral employees and other compensation such as Social Security, insurance, time away, etc. shall be determined by the Board of Elders and within the fiscal budget.

Performance evaluations and changes in the conditions of employment shall be enacted by the Board of Elders.

SECTION 803 – Serving in Ministry

As members of the body of Christ, we have all been given gifts to further His kingdom and support His local church, serving in His strength for the good of others. The heart of Eldership at RLMSV is to equip and prepare God's people for works of service so that the body of Christ may be built up until we all reach unity in faith and knowledge of the Son of God, becoming mature and attaining the full measure of Christ's fullness.

We understand that on "Day 1", when someone arrives at RLMSV, they are not automatically members. Membership requires time and commitment. The Eldership's desire is for new attendees to join the body of Christ, serving alongside church members, in order to bring glory to God and benefit others. Therefore we hope that these individuals will become committed members of RLMSV. (Membership responsibilities are defined in Article III, Section 303).

A. Areas of Ministry Service Requiring RLMSV Membership.

At RLMSV, certain leadership and influential roles require membership to maintain church unity in fulfilling our vision, mission and discipleship process. These roles include Elders and Pastors, Paid Staff, Ministry Leaders, Team Leaders, Small group leaders, Seasonal class leaders, Youth Ministry team members, Children's Ministry team members, Safety team members, Worship team members, Finance team members and Media team members.

In some cases, ministry team leaders may use discretion to allow non-church members the opportunity to serve while being supervised.

B. Additional Requirements

Certain ministry positions may require a background check and the signing of a release of information form to safeguard the individual, those being ministered to and RLMSV. Additionally, when appropriate, a ministry job description will be provided by the ministry or team leader to establish a clear set of expectations for the person serving. In some cases, additional protocols and procedures may be established by the team/ministry leadership to further guide those serving RLMSV.

ARTICLE IX Meetings

SECTION 901 - Regular Meetings

A. Corporate Worship

The Church shall meet regularly each week for corporate worship of the Triune God, for edification and discipleship through the Word of God, for fellowship among those in the Body of Christ that they may minister to spiritual needs, and as a witness to the community - Acts 2:42-47; Hebrews 10:23-25. The conduct of these meetings shall be the responsibility of the Board of Elders, with specific responsibilities delegated to the Lead Minister/Pastor and other individuals or committees.

B. Small groups

These groups should meet throughout the week in a relational environment at or outside the church in addition to weekend corporate worship services.

1. Structure of Small Groups

All the people in the congregation are encouraged to participate in a small group.

The number of small groups, their structure, and leadership shall be communicated to the Board of Elders as changes are made.

2. Purpose of Small Groups

The small group structure is an attempt to follow the pattern of relational discipleship which existed in the early Christian Church and to put into practice certain principles found in the New Testament that provide opportunities for:

- Knowing God and seeing His work in each of us in a more personal and meaningful way.
- Studying the word of God for the purpose of practically relating it to daily living - Colossians 3:16; 2 Timothy 3:16.
- Interacting with one another by sharing, confession, and speaking the truth in love with one another - Ephesians 4:15, 25; James 5:16.
- Bearing one another's burdens through prayer, comfort, encouragement, and the sharing of material goods - Acts 4:32; Galatians 6:2; 1 Thessalonians 4:18; Hebrews 3:13; James 5:16.
- Equipping each other for ministry and encouraging the discovery and use of spiritual gifts in ministry - Ephesians 4:12; 1 Peter 4:10-11.
- Witnessing to those outside the Church - Matthew 28:18-20; John 17:21.

Small Groups may include Scripture memorization, specific community outreach efforts, etc.; however, all RLMSV groups must follow the DNA of Share, Connect, Minister, and Disciple.

3. Meetings of Small Groups

Small groups shall normally meet once a week at a time and place determined by the individual small group. The times and places of small group meetings shall be made known to the small group coach and the Associate Pastor by the leader of the small group.

C. Elder Meetings

1. Notification of Meetings

All Elder Business meetings of the Church shall require that notice be given to each members at least two weeks prior to the meeting. Such announcement shall state the time, the place of the meeting, and the nature of the proposed business. The requirement for a

two-week notice may be waived by the unanimous vote of the Board of Elders in cases of emergency.

2. Moderator

The Chairman of the Board of Elders shall moderate all Elder meetings. Should he not be able to moderate an Elder meeting, another Elder as designated by the President/Lead Minister/Pastor and shall function in that capacity only when the Chairman cannot attend.

3. Quorum

Those Board Members who attend an Elder Business Meeting shall constitute a quorum for that meeting with the exception of business addressing the following items: changes in the status of the organization, its Constitution, or its By-laws; the buying, selling, mortgaging, leasing or long-term rental of Church real property; and the call, selection, or termination of the Pastor or an Elder. In the case of the exceptions noted above, a quorum shall consist of majority of the Elders.

4. Transaction of Business

The transaction of business at any Elders' meeting shall require a majority vote of the Elders present, except as otherwise provided in these By-laws.

5. Minutes

Official minutes of all Elders' meetings shall be recorded. Minutes from the previous Elders' meeting shall be read and approved at each meeting.

6. Procedures

Robert's Rules of Order is to serve as a guide relative to parliamentary rules of procedure for all Elders' meetings.

ARTICLE X

Finances

SECTION 1001 - Financial Policies and Goals

The way a church fulfills its financial responsibilities is a direct reflection of its integrity in every area of life. Luke 16:11 teaches that the person who is untrustworthy in handling money cannot be trusted to handle spiritual riches either. Likewise, if we are trustworthy in the use of monetary riches, then God will be able to entrust spiritual riches and blessings to us as a church, Luke 16:10. Therefore, we have established the following financial policies and goals to guide us in proper stewardship of God's monetary riches:

This church and ministry belongs to God. It is neither a monument to anyone's ego nor a legacy to anyone's memory. The ministry does not bear anyone's name. The buildings are not dedicated to anyone, but Jesus Christ. The Pastor, Elders and church members are stewards and fellow-servants in the work of the Kingdom of God.

The Lord has placed His mantle of approval on this ministry called Real Life Ministries. Nevertheless, He gives and sometimes takes away. The "church" of Jesus Christ is the people of God. God's people will never cease to exist, but this particular ministry may. If He ever closes the doors to this work, we will accept His leading and yield the outcome to Him. Until then, we will devote every ounce of energy to the task at hand.

One of the ways we can discern the Lord's will regarding the continuation of our work is through the financial support He sends, or doesn't send, from His people. Therefore, during lean times we will make our obligations known, but we will not squirm, scratch or claw for contributions. We will never resort to what we consider to be disrespectful and dishonorable methods of raising funds, even when the need is serious. The Minister/Pastor will not be the primary fund raiser. Nor will we attempt to motivate giving from a false sense of guilt or compulsion, since this robs God's people of the opportunity to give cheerfully - 2 Corinthians 9:7.

We consider the contributions the church receives to be sacred resources belonging only to God, similar to the widow's contribution of two very small coins - all she had - in Luke 21:1-4. We view each contribution as a sacrificial gift from Christians who love God. Our obligation, therefore, is to spend that money conservatively and wisely. Every penny will be stretched as far as possible to serve the needs of the ministry and the extension of Christ's kingdom. We believe God wishes to use Real Life Ministries as a financial channel to help needy individuals and to support other evangelical ministries. Therefore, we will not spend money upon nonessential church personnel, programs or facilities.

When a purchase is made, we will pay the invoice within 30 days if possible. Overdue bills are a negative testimony to the world; therefore, we will faithfully maintain fiscal responsibility. Careful budgeting and monitoring of our resources will permit us to reduce our expenses for programs and services before disbursements exceed income. Deficit spending is not God's will for this church.

Proverbs 23:7 says, "The borrower is a slave to the lender." In order that we might be free to act, minister and to give as we are led by the Lord, it is our goal to remain financially free from debt, as much as possible. If debt is incurred, we will work to repay the obligation as soon as possible. Satan delights in bringing disrepute to God's work through sins of greed, embezzlement and ill-gotten gain. We will seek and confirm leadership that is free from the love of money - 1 Timothy 3:3; 1 Peter 5:2. We will conform to acceptable accounting procedures to assure ethical monetary practices.

To summarize, we will try to remember always that Jesus Christ is our possessor and our dispossessor. He has ordained and is blessing the establishment of Real Life Ministries Silver Valley. It all belongs entirely to Him. Therefore, we will cradle it lovingly in our hands, attempting not to crush it through self-centeredness, ignorance, and/or church politics.

SECTION 1002 - Accounts

Financial accounts shall be established through the budgetary process (Bylaws, Article X, Section 1005) annually by the Board of Elders and maintained by the Treasurer with assistance from the Finance Team. Accounts may be established for non-budgeted funds collected for Church approved activities or events.

SECTION 1003 - Offerings

A. Regular Offerings

Regular offerings shall be taken during corporate worship services, online giving, and other special meetings as determined by the Board of Elders. Undesignated offerings shall be applied to the General Fund.

B. Special Offerings

Special offerings shall be specifically identified as to their purpose and shall either be taken separate from regular offerings or provision made for the separating of special offerings from regular offerings by means of an identification procedure.

C. Designated Offerings

At the discretion of the individual, offerings or portions thereof may be designated, but only to specific budget categories in the church budget or in furtherance of the exempt purpose or Real Life Ministries Silver Valley approved by the Elders.

D. Accounting of Offerings

The amount of funds received in regular offerings shall be communicated to the Elders by means of monthly financial statements. Funds received in special offerings shall be communicated to the Elders in the next scheduled Elders' Meeting. Offerings shall be counted in the presence of two or more people appointed by the Treasurer.

SECTION 1004 - Financial Statements

Financial statements shall be directed and reviewed by the Treasurer, shall conform to business standards, and be comprehensive in nature including the identification of receipts and disbursements by account for the period covered and comparisons made to the budget for those same accounts and period. Financial statements shall be made available to the Elders.

SECTION 1005 - Church Budget

A. Preparation

The Church budget shall be prepared by the Finance Team and submitted to the Board of Elders for approval. The Church budget shall be based on God-given principles and challenges, the previous receipt and disbursement record, growth experienced during the previous year/period and anticipated growth in the coming year/period, and other factors which affect the expenditures of the Church. Preliminary Ministry budgets shall be prepared by the Team Leaders and submitted to the Board of Elders.

B. Submittal and Approval

The entire Church budget as prepared by the Finance Team shall be made available to the Elders at least one week prior to the budget approval meeting. Approval of the budget requires a unanimous vote of the Board of Elders.

C. Use and Implementation

The Annual Church Budget shall serve as a guide for the expenditure of funds in all areas of the Church's ministry. Expenditures in excess of the budget by boards, committees, officers, ministry groups or individuals require the prior approval of the Board of Elders. The expenditure of funds for budgeted items which exceed the budget amount may be approved by the Board of Elders as long as these expenditures are consistent with the needs of the Church, the recent financial position of the Church, and the extent of funds on hand - Bylaws, Article VII, Section 701. Items not addressed or identified in the budget require the approval of the Elders, regardless of amount.

D. Budget Oversight

The Church finances shall be reviewed monthly by the Finance Team which will review all financial records and ensure that the books are balanced, make any recommendations to the Board of Elders and make a report available to the Elders and Team Leaders. The Treasurer will provide all pertinent documents required by the Elders.

E. Annual Exam

The Board of Elders shall authorize an annual exam as they deem necessary. The type and extent of the exam will be at the Elders discretion.

F. Finance Team

The Finance Team is appointed by the Lead Pastor/Minister and approved by the Board of Elders annually. The Finance Team must include the Treasurer.

SECTION 1006 – Fiscal Year

The Fiscal Year of Real Life Ministries Silver Valley shall be January 1 to December 31.

ARTICLE XI Ordinances and Ceremonies

The Lead Minister/Pastor shall oversee all ordinances and ceremonies.

SECTION 1101 - Baptism

A. Baptism of Believers

People who have confessed their sin and that Jesus Christ is the Son of God shall be baptized as a public statement that they will, from this time on, follow Jesus as their Savior and Lord.

B. Mode of Baptism

Baptism shall be by full immersion in water signifying that a person is buried with Jesus Christ and is raised to walk a new life in Him.

C. Administration of Baptism

Water immersion baptisms can be done as part of a corporate worship service, other church events, or wherever God leads as overseen by a member of the Pastoral Staff or the Elders

SECTION 1102 - The Lord's Supper

The Lord's Supper is symbolic of the sacrifice of Christ - 1 Corinthians 11:23-26, and the resulting fellowship of believers - 1 Corinthians 10:16-17. Participation in the Lord's Supper shall be open to all Christians who genuinely confess their sinful state and indicate their repentant spirit and dependence upon Jesus Christ as Savior and Lord - 1 Corinthians 11:27-32. The Lord's Supper shall be administered during each regular worship service unless the Elders decide otherwise.

SECTION 1103 – Child Dedications

A. Parent's and Congregation's Commitment

Parents who wish to make a commitment to raise their children in the nurture and admonition of the Lord may make a public statement of this fact by vowing to:

1. Express their faith that although their children are born with a sinful nature and rebellious toward God, He has promised to save them through faith in Jesus Christ as He has saved us, and acknowledge that God's means of bringing them to a personal relationship with Him is primarily through the Christian home; and
2. Believing these promises, commit to lead a Godly life before their children and encourage them to follow their example; pray with and for their children that God will save them; train, nurture, and discipline them according to God's Holy Word; impress on their children the need they have of a Savior and the promises of God in Christ Jesus.

The congregation shall assume the responsibility of assisting parents in the Christian nurture of their children.

B. Administration of Child Dedications

Child dedication shall occur as and when scheduled by the Pastoral Team members. The Lead Minister/Pastor is responsible for the Dedication Service.

SECTION 1104 - The Commissioning and Ordaining of Ministers/Pastors

The Commissioning and Ordaining of Ministers/Pastors shall occur as and when deemed necessary by the Board of Elders, Bylaws, Article V, Section 501, H & I. The Lead Minister/Pastor will oversee and schedule these events.

SECTION 1105 – Marriage, Gender, and Sexuality

We believe the term “Marriage” has only one meaning; the uniting of one man and one woman in a single, exclusive union, as delineated in Scripture. We believe that God intends sexual intimacy to occur only between a man whose gender is assigned male at birth, and a woman whose gender is assigned female at birth and who are married to each other. We believe that God has commanded that no sexual activity of any kind be engaged in by two people of the same sexual identity.

We believe that neither the federal government, the state, nor the church, nor any other individual possess the authority or jurisdiction to set or alter Scripture’s definition of marriage. Therefore, unions or partnerships that do not conform to the Biblical definition of marriage are not acknowledged by Real Life Ministries Silver Valley as marriage.

A. Administration of Marriage Ceremonies

All marriage ceremonies conducted under the authority of Real Life Ministries Silver Valley, or held on church property, shall be officiated only by an ordained Real Life Ministries Pastor, or Elder, who is in good standing with this church. All wedding ceremonies and officiants must be approved by the Lead Pastor, or the Elders, to ensure alignment with the church's statement of faith and doctrinal standards. Church facilities may be used for weddings only when at least one member of the couple is a member in good standing of this church, or when the ceremony is approved by the Lead Pastor or Elders.

ARTICLE XII

Indemnification

SECTION 1201 – Insurance coverage and indemnification of ministry leaders, employees and volunteers

- 1. Insurance.** The Ministry will purchase and maintain liability insurance on behalf of any and all persons who are or were a director, officer, leader, employee, committee member or volunteer of the Ministry (while serving in their capacity as such). Such insurance will be purchased for the purpose of protecting such persons from covered loss resulting in liability asserted against the above individuals in connection with their activities on behalf of the Ministry.
- 2. Indemnification Requests.** Should any director, officer, leader, employee, committee member or volunteer of the Ministry incur any liability as a result of their affiliation with or service to the Ministry that is not covered by the Ministry's insurance policy, and should such liability result in any out-of-pocket cost to such individual, then such individual may request indemnification from the Ministry. The granting of full or partial indemnification shall be at the discretion of the governing board of the Ministry as set forth in point 3 herein.
- 3. Indemnification Decisions.** In relation to any indemnification request that is made pursuant to point 2 herein, if such request is made by an individual who is not currently serving on the governing board of the Ministry, then the indemnification decision (whether to indemnify the requesting individual, and the dollar amount of such indemnification), will be made by the governing board. Such a decision of the governing board will be final. If the indemnification request is made by a person who is currently serving on the governing board, then the indemnification decision (whether to indemnify the requesting party, and the dollar amount of such indemnification), will be made by the remaining disinterested members of the governing board. A decision on the indemnification request by a majority of disinterested members of the Board of Directors will be final.
- 4. Standard of Conduct.** Indemnification may be provided only if the individual acted in good faith and in a manner reasonably believed to be in or not opposed to the best interests of the Church, and, with respect to any criminal action or proceeding, had no reasonable cause to believe the conduct was unlawful.
- 5. Limitation.** Notwithstanding the foregoing, the Church shall not indemnify any person for any matter for which indemnification would violate applicable law or public policy, including but not limited to any act of gross negligence, willful misconduct, or a knowing violation of the law or church policies.

ARTICLE XIII
Amendments

SECTION 1301 - Procedures

These By-laws may be amended at any regular monthly meeting of the Board of Elders provided that such amendments are proposed by either boards, committees, officers, ministry groups, or members in good standing of Real Life Ministries Silver Valley and submitted to the Board of Elders one month prior to the meeting.

SECTION 1302 - Exclusion

No amendment to these By-laws shall be permitted which infringes upon the Constitution of the Church.

SIGNATURES OF THE INCORPORATION

Chairman /Director

Director

Director

Director

Director

Dated this _____ day of _____, 2025

