

BYLAW

PACIFIC COAST SLAVIC BAPTIST ASSOCIATION USA

*“Behold, how good and pleasant it is when brothers dwell in unity!” (Psalm 133:1)
“Let us therefore make every effort to do what leads to peace and to mutual edification.” (Romans 14:19)*

I. General Provisions

- 1.1. **The Pacific Coast Slavic Baptist Association in the USA**, hereinafter referred to as the “**Association**” is a voluntary association of churches, professing doctrines of the faith of Evangelical Christians-Baptists (ECB) and agreeing to obey Bylaws of the Association. This is a non-profit organization, registered in the state of California, with the right to serve Slavic and other churches located in any state of the United States.
- 1.2. In its activities, the Association is guided by:
 - Scripture - the canonical books of the Old and New Testaments;
 - adopted by the Doctrine of the ECB Association (see annexes);
 - this Bylaws.
- 1.3. All members of the Association have equal rights, regardless of the number of members in their community and the duration of their stay in the Association.
- 1.4. Each church is autonomous in resolving its internal issues.

II. Goals and Objectives of the Association

2.1. Association Goals:

2.1.1 The Pacific Coast Slavic Baptist Association sees its purpose in proclaiming the gospel message, in educating and multiplying the disciples of Jesus Christ, in preparing them for the fulfillment of the Great Commission, with the aim of sending them to ministry, both local and international (Mathew 28 : 19-20; Ephesians 4: 15-16).

2.1.2 Assistance to the creation, activities and spiritual growth of churches.

2.1.3. Maintaining and strengthening spiritual unity and fraternal relations between churches in order to maintain unity of faith and opposition to false teachings by organizing inter-church congresses, conferences and other events (Acts 9:31, John 17:21).

2.1.4. The development and support of inter-church communication, the provision of spiritual, educational, counseling and legal assistance to churches, and to coordinate joint evangelistic projects to open new churches, both in the United States and abroad.

2.1.5. Supporting brotherly relationships with related unions and associations that profess the doctrines of the faith of evangelical Christian Baptists.

2.2. Association Objectives

2.2.1. Coordination of inter-church activities and assistance to churches in achieving the statutory goals of the Association.

2.2.2. Creation and development of the inter-church system of training ministers, the educational system, missionary, musical and other activities, and their material base.

2.2.3. Creation of conditions for mutual coordination of actions of both churches in general, and their ministers, and church members in particular, in matters of dogma, church service and personal life as followers of Christ.

2.2.4. Representation and protection of interests of the churches included in the Association and their members, both domestically and internationally.

III. The Main Forms of Activity of the Association

The main forms of activity of the Association are:

3.1. Implementing joint projects and services such as

- publication of the newspaper "Our Days",
- publication of the magazine "Devine Vineyard",
- work of the Missionary Department,
- work of the Youth Department,
- work of the Women's Department,
- work of the Music Department,
- work of the Sunday School Department
- work of the Department of Education,
- work of the Prison Ministry Department,
- work of the Information Department,
- work of the Teen Department,
- work of the Mom's in Prayer Department,
- work of the Widows and Orphans department,
- work of the Administration Department;
- work of other departments.

3.2. Communication between churches through mutual visits, correspondence and exchange of information.

3.3. Church visits are made both by members of the governing bodies of the Association, as well as by church presbyters, preachers, choirs, orchestras, youth, musical and singing groups, etc.

3.4. Conducting conferences (*presbyters and preachers, choir directors, youth, missionary, women's, teachers of children's Sunday schools, etc.*).

3.5. Organization of regular meetings of pastors of the Association churches for joint prayer, exchange of information on the state of affairs in the churches, discussion of pressing issues and decision-making on them.

3.6. Organization of conventions of the Association.

IV. Organizational Structure of the Association

4.1. Convention of Delegates of the Association's Churches

4.1.1. The supreme legislative body of the Association is the convention of delegates of churches that are members of the Association.

4.1.2. Church delegates are elected based on: 5 delegates from the first 50 members, that is, 1 delegate from 10 members. The next delegate is elected from 25 members. From one church, a maximum of 20 delegates can be taken to the convention. If the church consists of less than 10 members, then it sends only one delegate to the convention.

4.1.3. The program of the Convention of the Association is approved by the Executive Committee of the Association, taking into account the proposals of the churches. The agenda of the business part may be changed by the convention.

4.1.4. Business conventions are held once every two years. The program of the convention includes reports of the responsible persons of the Association and the election of the leadership of the Association.

4.1.5. All affairs of the Association are resolved at business conventions by a simple majority of voting delegates (at least one vote is more than half of the voters), unless otherwise specified for a decision. Voting can be open or secret. Business conventions are considered legitimate when delegates from at least half of the churches in the Association are present at the congress.

4.1.6. The main powers of the congress:

- a) adoption and approval of annual reports of the ministers of the Association;
- b) instructions and powers to the Executive Committee of the Association;
- c) adoption and approval of the report of the audit commission;
- d) budget approval;
- e) election of the Executive Committee of the Association and the audit committee;
- f) adoption and amendment of the Bylaw of the Association and its departments;
- g) election and approval of the spiritual workers of the Association;
- h) adoption and exclusion of churches from the Association;
- i) liquidation of the Association.

4.1.7. Specially invited guests may attend the business meetings of the convention, as well as members of the Association's churches.

4.1.8. Between business conventions, once every two years, a spiritual edifying congress is held. The program of the congress includes the report of the President of the Association and the edifying part.

4.2. Association Executive Committee

4.2.1. During the time between the conventions, the decisions of the convention are carried out by the Executive Committee of the Association, elected at the business convention of the Association.

4.2.2. The Committee is composed of eleven experienced and respected ordained ministers of the Association's churches. The Committee should not have more than one representative from the same church.

4.2.3. The Association Committee consists of: a president, two Vice-Presidents and eight other members of the Committee.

4.2.4. To resolve particularly important issues, the Executive Committee of the Association invites to its meetings all the acting elders of the churches of the Association and heads of departments of the Association.

4.2.5. A meeting of the Committee is competent if it is attended by at least seven people from the total number of members of the Committee.

4.2.6. The meetings of the Committee are planned at the first meeting of the newly elected Committee for the next year. An extraordinary meeting of the Committee is convened at the suggestion of the President and the support of the majority of the members of the Committee.

4.2.7. The Executive Committee of the Association meets at least three times a year.

4.2.8. Terms of the Board of the Executive Committee of the Association:

- a. The Executive Committee of the Association is re-elected every two years at a reporting and election convention.
- b. Members of the previous Committee may be elected to the new Executive Committee.
- c. The President of the Association is elected by the Convention for four years and can only be elected for two consecutive terms. In the event of a new president being elected, the one who surrendered his powers cannot be elected as Vice-President or a member of the new composition of the Committee for one term.
- d. The treasurer and secretary are not part of the Committee and are not re-elected together with the members of the Executive Committee, but their work is evaluated by the decision of the Committee, and they are confirmed by the convention. If it is impossible for them to fulfill their duties, the current Committee prepares new candidates and proposes them for approval to the convention.

4.2.9. Duties of the Executive Committee of the Association:

- a. The Executive Committee of the Association should render assistance and support in every possible way to the ECB churches that are part of the Association, both in spiritual and practical life.
- b. When visiting churches, the President of the Association and, on his behalf, the members of the Committee can take part in the ministry of word in the church, as well as participate at the invitation of the leadership of the church at membership meetings and in meetings of church councils, helping to resolve urgent issues in the church.
- c. The members of the Committee bear spiritual and guardian responsibility for the departments of the Association.

4.2.10. Administrative Council.

The Administrative Council consists of a president, two Vice-Presidents, a secretary, a treasurer and an administrator of the Association. Its functions include solving current administrative and economic issues, as well as solving urgent financial issues within the framework of the approved budget. Financial issues that go beyond the adopted budget are decided at a meeting of the Executive Committee.

Revised 10/08/2019

4.3. Association President.

4.3.1. Powers and responsibilities of the President of the Association:

- a) Convene and lead the conventions of the Association;
- b) To be the Chairman of both conventions and business meetings of the Executive Committee;
- c) To direct all the work of the Association;
- d) Monitor the implementation of decisions of business congresses;
- e) Represent the affairs of the Association;
- f) Manage property and funds;
- g) Prepare reports, agenda and budget for the congress;
- h) Recommend spiritual workers;
- i) Assess the service of the workers of the Association;
- j) Conduct correspondence and sign documents;
- k) To propose to the Convention amendments to the current Bylaws;
- l) Jointly with other members of the Committee to prepare the agenda of the meetings of the Executive Committee;
- m) Hold meetings of the Executive Committee;
- n) Jointly with Vice-Presidents to prepare the agenda of the congresses of the Association;
- o) Manage the work of the departments of the Association;
- p) Manage the work of the office of the Association;
- q) Monitor the correct use of finances in accordance with the approved budget of the Association;
- r) Attend Association's churches with the word of the sermon and to meet with church councils;
- s) To support the ministry of senior church pastors;
- t) Represent the Association in front of government bodies and other organizations;
- u) Perform other duties related to the organization of the affairs of the Association.

4.3.2. The president must be a presbyter who is not the Chairman of any other organization or mission.

4.3.3. The President can be on full or partial financial support of the Association.

4.4. Duties of Vice- Presidents.

To carry out the instructions of the President. If necessary, one of them replaces the President.

On behalf of the President, their duties include:

- a) attend churches, conferences, conventions, pastor meetings, etc. (in the role of representatives of PCSBA);
- b) participate in economic projects of PCSBA (store, camp, real estate, solution of inter-church issues, etc.);
- c) participate in the discussion and solution of current issues of PCSBA;
- d) participate in planning, developing a strategy for the future, in the preparation and conduct of inter-church conferences and conventions, etc.)

4.5. Duties of the secretary.

Must draw up minutes of business congresses and meetings of the Executive Committee, keep correspondence on the affairs of the Association, keep documents and seals of the association and sign official documents. (For a complete list of requirements for a secretary, see Appendix No. 1)

4.6. Duties of the Treasurer.

Accept incoming funds at the cashier of the Association, issue receipts, keep financial records, sign checks on behalf of the Association together with the President, deposit the incoming funds into the bank and submit cash reports to the Committee and the business convention of the Association. (For a complete list of requirements for the treasurer, see Appendix No. 2)

4.7. President, secretary and treasurer act as proxies of the Association in resolving legal issues. They sign acts on the right to the property of the Association regarding its acquisition or alienation by decision of the Executive Committee. In the absence of one of the above persons, any member of the Committee can be a trusted person (trust).

4.7.1. Every Association Department leader is expected to have a lifestyle that is in harmony with the teachings of the Bible and the Association creed. Employees of the Association who lead an unworthy lifestyle, or who have church disciplines, should be removed from their ministry and fired (if he or she was employed in the Association).

4.7.2. Each church, which is part of the PCSBA, is expected to have such a way of life for its members, which corresponds to the teachings of the Bible. Examples of unacceptable lifestyles are alcohol consumption, drug use, premarital intimate relationships, cohabitation outside of marriage, homosexuality, lesbianism, transsexualism, bisexuality, fornication, adultery, theft, substance abuse, the occult, or any other form of intimate relationship. other than those determined by God: in a marriage union between one man (from birth) and one woman (from birth) (Gen. 2:18-25; Rom. 1:24-32; Lev. 18; Gal. 5:19-21, 1 Kor. 6:9-10, 1 Kor. 7:2)

The Association will not engage in ministry that is contrary to Scripture, such as hosting gay marriage weddings or presenting Association-owned premises for gay marriage activities.

4.8. Heads of Departments

4.8.1. Members of the Executive Committee of the Association and its departments, as well as the panels of the Association must consist exclusively of members of the churches that are members of the Association.

4.8.2. The departments carry out interchurch ministries within the framework of the Association.

4.8.3. All departments are part of the Association and may have their own statutes or regulations, which are approved by the Executive Committee and do not contradict the Bylaws of the Association.

4.8.4. All departments are accountable to the Association convention, and in the period between conventions- to the Association Executive Committee.

4.8.5. The financial activities of all departments are checked by the audit committee of the Association.

4.8.6. Heads of departments are approved by the President and approved by the Executive Committee.

4.8.7. The head of the department can be partially or fully financially supported by the Association.

V. Membership in the Association

5.1. Members of the Association can be churches of Evangelical Christians-Baptists who agree with the Bylaws and Doctrine of the Association.

5.2. The procedure for admitting new churches to the members of the Association:

- a) The President of the Association receives and considers the written application of the church for its membership in the Association;
- b) The President instructs representatives of the leadership of the Association from among the members of the Committee to visit the church that submitted the application, consider the charter and doctrine of the church;
- c) The Executive Committee of the Association discusses the application, taking into account the opinion of the brothers, who visited the church that announced their entry into the Association, on the presentation of this issue for consideration at the next congress of the Association;
- d) A church considered accepted into the Association if approved by a vote of at least 2/3 of the delegates present at the convention.

5.3. Association's churches are required to pay their membership dues annually to the Association Office no later than one month before the start of their annual convention.

5.4. The Church has the right to withdraw from the Association by submitting a written application. The withdrawal of a church from the Association does not entitle it to any part of the property belonging to the Association.

5.5. A church that violates the dogmatic principles of the ECB doctrine adopted by the Association or these Bylaws may be excluded from the Association.

5.6. The issue of voluntary withdrawal from the Association, as well as the question of excluding the church from the Association, are considered by the Committee with subsequent submission to the next convention of the Association.

5.7. The churches that make up the Association retain their autonomy in accordance with the Bylaws of the Association (Ch. 1.4.).

VI. Partner Organizations

6.1. The Association can conclude agreements on cooperation with related missions and organizations, guided in their work by the dogmatic principles of the ECB, with the right to terminate them in case of deviation from the PCSBA doctrine.

VII. Property and material means of the Association

7.1. The property and material means of the Association consist of:

- a) membership fees from churches and other donations;

Revised 10/08/2019

- b) property bequeathed by individuals and legal entities;
- c) financial and property sponsorship;
- d) income from real estate or movable property of the Association.

7.2. The Association has the right to acquire and lease movable and immovable property necessary for the service of the Association, as well as to sell and rent property belonging to the Association. The buildings and property of the Association and organizations belonging to the Association will not be used for purposes that conflict with the doctrine of the Association; they will also not be rented to organizations, groups, or individuals whose beliefs, practices, or behaviors are contrary to Biblical doctrine.

7.3. The budget for the new reporting year is presented to the annual convention of the Association for approval. The Executive Committee of the Association exercises control over the correct use of the means of association.

7.4. The association has the right to accept or reject funds or property bequeathed to it.

7.5. The annual business convention determines the amount of membership fees to the Association's cashier. Pastors of churches are responsible for the timely payment of contributions to the Association from the churches in which they serve.

7.6. Donors, givers and testators retain the right of targeted donations to the existing funds of the Association.

7.7. The President and the Treasurer of the Association are responsible for the use of the funds of the Association in accordance with the approved budget.

VIII. Auditorial Committee

8.1. Auditorial Committee is elected during the business convention for two years, consisting of at least five people competent in financial matters from among the members of the churches of the Association.

8.2. The Auditorial Committee checks all cash and inventory books, and also checks the state of the cash register and property of the Association.

8.3. The Auditorial Committee annually reports to the annual convention of the Association.

IX. Nomination Commission

9.1. The nomination commission is elected during the work of a spiritual edifying convention, consisting of seven people from different churches of the Association for a period of two years.

9.2. The nomination committee conducts a survey of the churches that are members of the Association in order to identify candidates for ministers of the Association.

9.3. The nomination committee receives written approval from the local church for a brother to be nominated for the office of President of the Association.

9.4. The nomination committee presents to the Association's business convention candidates for elective positions to serve in the Association.

9.5. In all other issues not specified in the Bylaws, the nomination commission is guided by the Regulations on its work.

X. Liquidation of the Association

10.1. The Association has the right to terminate its activities at its will by adopting an appropriate decision at the annual or emergency business convention.

10.2. In the event of the liquidation of the Association, the Convention creates a Liquidation Commission, consisting of representatives of the overwhelming majority (at least 3/4) of the churches of the Association.

10.3. The decision to dissolve the Association is enforced in accordance with the law of the State of California, which reads as follows: "This corporation is not organized, nor shall it be operated, for pecuniary gain or profit, and it does not contemplate the distribution of gains, profits or dividends to the members thereof and is organized solely for nonprofit purposes. The property, assets, profits and net income of this corporation are irrevocably dedicated to charitable and religious purposes and not part of the profits or net income for this corporation shall ever inure to the benefit of any director, officer, or member hereof or to the benefit of any private shareholder or individual. Upon the dissolution or winding up of this corporation, its assets remaining after payment of, or provision for payment of, all debts and liabilities of this corporation shall be distributed to a no profit fund, foundation or corporation, which is organized and operated exclusively for charitable and religious purposes and which has established its tax exempt status under Section 223701d of the revenue and Taxation Code and/or Section 501(c) (3) of the Internal Revenue Code. If this corporation holds any assets in trust, such assets shall be disposed of in such manner as may be directed by decree of the superior court of the county in which this corporation's principal office is located, upon petition therefore by the Attorney General or by any person concerned in the liquidation."

XI. Bylaws Changes

11.1. This Bulaws may be amended or supplemented at a regular or extraordinary convention, if the corresponding proposal was received not later than three months before the start of the convention, and was approved by the Association's Committee.

11.2. For the adoption of changes or additions to this Charter, the consent of at least 2/3 of the delegates present at the convention is required.

Appendices to the Bylaws

Appendix #1.

Requirement for the Secretary of the Association

1. According to the Bylaws of the Association, the Secretary "must draw up the minutes of business conventions and meetings of the Committee, keep correspondence on the affairs of the Association, keep documents and seals of the association and sign official documents." (Clause of the Charter 4.5.). Also, "The President, Secretary and Treasurer act as trustees in resolving legal issues. They sign acts on the right to the property of the Association regarding the acquisition and alienation by decision of the Business Convention of the Association." (Clause of the Charter 4.7.).
2. The secretary is responsible for the maintenance documentation. He not only keeps minutes of meetings, but bears legal responsibility. In this regard, it must meet the following requirements:
 - 1) knows Russian and English and can write competently in these languages,
 - 2) knows how to work with a computer,
 - 3) knows how to work with business documents,
 - 4) do not have to be ordained pastor. Secretary maybe a deacon.
 - 5) the Secretary is required to live in the Sacramento area.

Appendix #2.

Requirement for the Treasurer of PCSBA

According to the Bylaws of the Association, the Treasurer's duties include "Acceptance of incoming funds to the cash office of the Association, issuance of receipts, maintaining monetary records, signing checks on behalf of the Association together with the President, depositing funds into the bank and submitting cash reports to the Committee and the Business Convention of the Association." (Charter clause 4.6.). Also, "The President, Secretary and Treasurer act as trustees in resolving legal issues. They sign acts on the right to the property of the Association regarding acquisition and alienation by decision of the Business Convention of the Association." (Charter clause 4.7).

A good understanding of financial rules is required from the Treasurer of the Association. He is legally responsible for all financial PCSBA operations. In this regard, it must meet the following requirements:

- 1) has an education in finance / accounting,
- 2) understands financial processes of the Association,
- 3) knows Russian and English,
- 4) do not have to be ordained pastor. Treasurer can be a deacon.
- 5) it is necessary that the Treasurer lives in the Sacramento area.

Revised 10/08/2019

Regulations on Work of the Nominating Commission of the Pacific Coast Slavic Baptist Association (PCSBA)

1. The nomination committee (NC) is elected during the work of the spiritual edifying congress in the composition of seven people from different churches of the Association for a period of two years. The NC chairman is elected by the NC from among the elected members of the commission.
2. The NC is accountable to the congress of the association and implements its decisions. It gives the freedom of the churches to the delegates of the congress to elect a new leadership of the association.
3. The NC conducts a survey of the churches that are members of the association in order to identify candidates for ministers of the Association.
4. All PCSBA churches must receive a nomination questionnaire no later than May 15, before the business convention.
5. All churches must return questionnaires no later than July 31st before the business convention.
6. The Church nominates no more than one candidate to the PCSBA Committee.
7. A President whose term of office has come to an end cannot run for the office of Vice President or a member of the PCSBA Committee. Only after a two-year break in his service on the PCSBA Committee, his candidacy can be proposed to serve as Vice President or a member of the Committee.
8. In order for someone's name to be put on the ballot as a candidate to serve on the PCSBA Committee, the minister must be nominated by at least two churches.
9. The Commission does not have the right to withhold from presenting to the Congress the candidates nominated by the PCSBA churches, without good reason, such as self-rejection or lack of support from two or more PCSBA churches. The names of the candidates who recused themselves of their own free will may not be presented to the congress.
10. Leadership, whose term of office has come to an end, cannot influence the voting and election of the new Committee, but remains in force until the conclusion of the closing service of the Congress.
11. The NC receives written approval from the local church for a brother to be nominated for the office of President of the Association.
12. If necessary, the PCSBA will interview candidates for the ministry secretary and treasurer service to determine if the candidate has the minimum professional qualifications for the ministry on technical and administrative tests.
13. The NC informs the current PCSBA Committee at its last meeting before the congress about the given candidates for service in the PCSBA Committee. The Committee may make its recommendations to the NC on the proposed candidates.
14. The Chairman of the NC brings to the attention of the delegates all the requirements for the candidates, confirms the consent to this ministry from the leadership of their churches and the personal consent of the candidates themselves. The Chairman of the Nomination Commission submits to the Congress a preliminary compiled ballot paper, announces the voting procedure.
15. The minimum number of candidates to the committee for voting must be at least 11 people (including candidates for the president of the PCSBA and his deputies).
16. Before the election of the PCSBA president, candidates for this ministry present their programs to the congress for 15 minutes each.
17. If there are more than two candidates for the presidency, if in the first round none of the candidates received 50% +1 votes from the voters, then the voting takes place in two rounds.
18. After the election of the PCSBA president, the election of the deputies of the PCSBA president and other members of the TO committee takes place.

19. Several candidates are proposed to serve as PCSBA Vice Presidents. The candidate with the most votes becomes the 1st PCSBA Vice President, provided that he has received 50 + 1 votes from the voters.
20. According to the results of voting for candidates to the PCSBA Committee, everyone who received 50 + 1 votes from the voters is included in the PCSBA Committee.
21. The current President leads the final meeting of the congress, at which he represents the new composition of the PCSBA leadership.

The Bylaw was approved by the vote of the delegates of the 82nd Congress of the PCSBA

Ivan Mileyev
PCSBA President

Sergey Yanovskiy
PCSBA Secretary