BYLAWS OF
RESTORATION FELLOWSHIP CHURCH
OF THE SHENANDOAH VALLEY, INC.
STRASBURG, VA

Article 1: Extent, Name and Principal Office

These Bylaws govern the affairs of Restoration Fellowship Church. The Church shall be governed by all applicable provisions of the Code of Virginia. Applicable provisions of the Code of Virginia that are in conflict with provisions of these Bylaws shall be controlling. All remaining provisions of these Bylaws shall remain intact.

The name of this church is Restoration Fellowship Church of the Shenandoah Valley (RFC) with a principal office located in Shenandoah County. The Board of Elders shall have the full power and authority to change the principal office location from one location to another within the Commonwealth of Virginia.

RFC is a non-denominational church, unaffiliated with any denomination. It retains the right to govern its own affairs.

Article 2: Mission and Purpose

2.1 Mission

Our desire is for people to come to faith in Jesus and become devoted followers of Him. As people realize how much they are loved by Jesus, they begin to love like Jesus. The more people depend on and are changed by Jesus, the more they change the world for Jesus.

2.2 Purpose

RFC is formed for any lawful purpose not expressly prohibited under the Code of Virginia that in the opinion of the Elders and Officers will bring glory and honor to the triune God in Whom we believe. Particularly, without limitation, the purposes of RFC are to:

2.2.1 To promote the Christian faith by any form of expression, through any medium, and in any location without limitation.

2.2.2 To conduct services at the principal place of worship or elsewhere.

2.2.3 To collect and disburse necessary funds for the maintenance of church facilities, grounds, equipment, vehicles, or any other possession of the church.

2.2.4 To collect and disburse necessary funds for salaries and benefits of employees.

2.2.5 To make distributions to organizations that qualify as exempt organizations under Section 501 (c)(3) of the Internal Revenue Code.

2.2.6 To promote and encourage any other organizations devoted to similar goals and purposes.

2.2.7 To collect and disburse funds for benevolence needs.

Article 3: Statement of Faith

3.1 Our beliefs at RFC:

3.1.1 We believe in one God the Father, the Son, and the Holy Spirit. We believe in the Virgin Birth of Jesus Christ, in His deity, and in His death, burial, and resurrection.

3.1.2 We believe that the old and New Testament Scriptures, given by the inspiration of the Holy Spirit, are inerrant and contain all truth necessary to faith and Christian living.

3.1.3 We believe that man is born with a fallen nature, and is therefore inclined to evil.

3.1.4 We believe that the finally impenitent (unrepentant) are hopelessly and eternally lost.

3.1.5 We believe that the atonement through Jesus Christ is for the whole human race and that whosoever repents and believes in the Lord Jesus Christ is justified and regenerated and saved from the dominion of sin.

3.1.6 We believe in the ministry of the Holy Spirit and that He enables those who desire to live godly lives to do so by His cleansing power.

3.1.7 We believe that the Holy Spirit bears witness to the new birth and to the sanctifying work of God in our lives.

3.1.8 We believe that our Lord will return; the dead will be raised, and the finale judgment will take place.

Article 4: Membership

RFC will not have any formal membership. Anyone who considers RFC their "church home" is a member in the sense of belonging.

Article 5: Office of Elders

5.1 Eligibility

The Board of Elders shall, in accordance with section 5.3.2, appoint Elders from among the membership of RFC who meet the Biblical qualifications as set forth in 1 Tim 3:1-7 and Titus 1:5-9. The Board of Elders may include the senior pastor.

Actively serving members of the Board shall serve without a set term. Members of the Board may take a one-year sabbatical from active service with the agreement of the Board and are encouraged to take a one-year sabbatical after five (5) years of service.

No members of the Board of Elders, except for the senior pastor if serving on the Board, may receive any form of compensation from the church while serving on the board. This does not preclude reimbursement of verified and reasonable expenses.

An Elder may be removed from office by resignation or under church discipline for failing to uphold the responsibilities and duties of the office of elder. An elder may also be removed from office for moral failure or action that disqualifies him from meeting the qualifications of 1 Tim 3:1-7 or Titus 1:5-9. Determination of disqualification and/or failure to uphold responsibilities is at the sole discretion of the Elder Board.

5.2 Duties and Responsibilities

The Board of Elders is the governing body of the church. The BOE has the power and authority to make rules and regulations not inconsistent with the laws of the Commonwealth of Virginia and these bylaws. They shall exercise church disciple if necessary and supervise the activities of pastors, staff, and volunteers serving the church. Elders are the spiritual and doctrinal overseers of the church.

5.3 Structure

5.3.1 Size

The number of actively serving elders will not be less than three (3) and not more than fifteen (15).

5.3.2 Adding Members

If there are at least three (3) active Elders and the BOE determines to add one or more additional members, the BOE may query the congregation for men they view as examples meeting the qualifications of elders. After reviewing suggestions, whether submitted by congregants or by their own knowledge, the BOE will make selection(s).

5.3.3 Offices

The Board of Elders shall have three (3) officer positions: a chairman, vice chairman, and secretary. Each of these officer positions will be elected by the board members and hold the position for one year. Officers may be reelected for addition consecutive or non-consecutive terms.

5.3.4 Chain of Command

The vice chairman will perform the duties of the chairman in the absence of the chairman. The secretary will perform the duties of the chairman in the absence of both the chairman and vice chairman. Additionally, the secretary will record and maintain the minutes of all meetings and ensure that all required notices are served.

5.4 Authority

The BOE shall have the final authority for affairs pertaining to property or matters as required by law. The BOE is responsible for the acquisition of church property, and the management of church funds.

In the event that the church is in need of a senior pastor, the BOE may convene a Pastoral Search Committee. This committee will be comprised of no less than four (4) and no more than ten (10) members of the church. The choosing of the committee members is at the discretion of the BOE, but consideration should be given to those with a history of volunteerism, maturity in the faith, and having a background beneficial to the task of vetting potential senior pastor candidates. In the selection of pastor candidates, committee members will recuse themselves in any vote for or against a candidate when they have what any reasonable person would perceive as a conflict of interest. The BOE retains the sole right of final selection of a senior pastor by a two-thirds (2/3) vote not including the current senior pastor if applicable.

5.5 Meetings

The BOE shall hold regular meetings at least once per quarter. Special meetings may be called as necessary by the BOE chairman.

A majority (51%) of the members of the BOE shall constitute a quorum for transacting business at a meeting. A vote of two-thirds (2/3) of the elders present at a meeting at which a quorum is present is considered an act of the Elders.

The BOE may meet in person, by conference call, video conference, or any combination thereof provided that all members entitled to participate receive notice and can hear all others. A member present in person or by alternate means is considered present to establish a quorum or for vote taking.

Any board member will recuse himself from any vote in which a reasonable person would perceive a conflict of interest. If a board member recuses himself from a vote under this part, his presence will not be counted for determining an act of the elders on that issue.

Article 6: Pastors and Staff

6.1 Qualifications of Vocational Pastors

Vocational pastor(s) shall meet the Biblical qualifications of a pastor as determined by the Board of Elders. In no case will those qualifications be less than those of an Elder (1 Tim 3:1-7; Titus 1:5-9). In addition, vocational pastor(s) will meet the requirements of 1 Pet 5:1-4; Acts 20:28; and Eph 4:11-13.

6.2 General

Pastor(s) and staff shall receive salaries for their services as determined by the Board of Elders, or its approved delegate(s). With the exception of the senior pastor, Elders will not receive salaries or compensation of any kind from the church.

Each pastor, the Executive Administrator, and each ministry leader will have a job description approved by the BOE and will receive a yearly performance review by the BOE, or its delegate(s).

6.3 Structure

It is the joint responsibility of the Senior Pastor and the Executive Administrator to oversee the rest of the pastoral and other church staff, serve as liaisons between the BOE and staff, and oversee all the ministries of the church. The Senior Pastor and the Executive Administrator shall be accountable to the BOE. The Senior Pastor may not also hold the title of Executive Administrator.

Article 7: Congregational Meetings

Regular congregational meetings shall be held no less than annually on a date and time as determined by the Board of Elders where business will be conducted and reports made before the congregants. Meetings will be announced at least two (2) weeks ahead of time. Notice will be made at Sunday services and by text or email. All meetings will be moderated by the chairman of the BOE or his designee.

Special congregational meetings may be called by the BOE on short notice but under no circumstances with less than forty-eight (48) hours' notice. When this provision is exercised, all efforts will be made to ensure that congregants receive notification.

A financial summary of the church will be presented at least annually.

Article 8: Church Discipline

Church discipline is the exercise of authority granted by Jesus Christ to the church for its purity of doctrine, unity, and order. It is always for the purpose of repentance, reconciliation, and restoration of relationship. Mutual accountability within the church is a command of Scripture and a responsibility of all believers. The BOE has authority to determine the process taken.

Following are some of the many references to this in Scripture:

Pro 14:12, 15:9-10, 31-33; Isa 55:7-9; Matt 18:15-20; Luke 15:11-32; Rom 16:17; I Corinthians 5:1-13; Gal 2:11-14, 6:1-2; Col 3:16; I Thess 5:14-22; II Thess 3:6-15; I Tim 1:20; Titus 3:9-11; Hebrews 10:24-30, 12:5-17, 13:17; II John 7-11; III John 9-10; Revelation 3:19

Article 9: Amendment to these Bylaws

These bylaws may be amended only by affirmative vote of two-thirds (2/3) of the Board of Elders present at a duly called meeting called for the purpose of amending these bylaws.

These bylaws are subject to arbitration pursuant to the Virginia Arbitration Act.

Ratification

IN WITNESS WHEREOF, the undersigned Chair of the Board of Elders hereby certifies that these Bylaws were officially approved and adopted by the appropriate governing body of RFC on this 3rd day of November, 2026

These Bylaws are effective immediately and supersede all prior bylaws, amendments, or operating rules of the Church.

James Ahlemann
_____ Chair of the Board of Elders, RFC