

# **Updated Bylaws of Kings Creek Baptist Church**

**Presented March 7, 2021  
To be voted on April 11, 2021**

The Elder Board of the church presents these updated bylaws to the members of Kings Creek Baptist Church on March 7, 2021 for their review and input. After over a month to look at the bylaws, the church will then vote on these bylaws on April 11. Members at home can phone in their vote during the week of April 11. All votes must be in by Friday, April 16.

Here are some of the reasons for updating the bylaws:

- To have our bylaws reflect how we actually do the business of the church and give freedom to adjust as needed
- To replace procedural specifics with guiding principles
- To allow leadership (elders, committees, ministry officers) to make decisions within their realm of responsibility
- To reduce the length of the bylaws by removing what may be more suited for a committee handbook or employment manual

Some of the changes to note:

- Ministries and committees will be responsible for their procedures and the enlistment and replacement of future volunteers whenever needed.
- The Church Covenant has been changed to a more Biblical statement of how believers should relate to one another.
- The process of electing an elder has been changed with the elders enlisting candidates and then the congregation approving them

If there are any questions regarding the updated bylaws, please contact one of your Elders during this time of review.

Your Elders

Randy Goode, Rex Arrowood, Travis Barnes, Doug Brookshire, Wayne Mitchell, Aaron Waters

**BYLAWS OF  
KINGS CREEK BAPTIST CHURCH, INC.  
LENOIR, NORTH CAROLINA  
(Revised through February 22, 2021)**

**PREAMBLE**

There are many good reasons why a New Testament Church should have Articles of Faith, a Covenant, and Bylaws. Together they can greatly assist us in the efforts of biblically organizing and conducting the ministries which have been entrusted to us by our Head, Jesus Christ. It must be readily acknowledged, however, that these documents, despite their usefulness and precision, will avail nothing apart from the presence and power of the Spirit of God in a Church. It is with this keen awareness of our absolute dependence upon our great God, that these articles are set forth.

For the purpose of preserving and making secure the principles of our faith and to the end that this body be governed in an orderly manner for the purpose of preserving the liberties inherent in each individual member of the church, and to set forth the relationship of this body to other bodies of the same faith, we declare and establish these Bylaws.

**ARTICLE I: NAME**

This body is known as the Kings Creek Baptist Church and is located in King Creek Township, Caldwell County, North Carolina.

**ARTICLE II: PURPOSE**

It shall be the purpose of this church, under the inspiration and guidance of the Holy Spirit, to worship God, to proclaim the gospel of Jesus Christ, to teach the nature and functions of the Christian life, and to minister in Christ's name to human need.

**ARTICLE III: COVENANT**

The Church Covenant as published in Appendix A to these Bylaws shall be accepted as defining the responsibilities of church membership and our mutual obligations within the Christian fellowship.

**ARTICLE IV: STATEMENT OF FAITH**

The statement of the *Baptist Faith and Message* most recently adopted by the Southern Baptist Convention shall be accepted as setting forth the general teachings which we believe and propagate.

**ARTICLE V: GOVERNMENT**

***Section 1. Autonomy***

This church is a free, self-governing, independent congregation with authority to determine its policies and use its property in the manner set forth in these Bylaws, free from any outside control either from the government or the denomination.

***Section 2. Government***

The government of Kings Creek Baptist Church is congregational in that the congregation appoints leadership to make decisions in their realm of responsibility delegated to them on behalf of the congregation.

## **ARTICLE VI: AFFILIATIONS**

### ***Section 1. Cooperative Spirit***

The church recognizes the value and mutual helpfulness in the voluntary association of churches and ministries which are in such agreement in faith and practice as to make possible a spirit of fellowship and good will. The church, therefore, declares its intention as far as conscience will allow to work in mutual cooperation with all Christian groups in the achievement of Kingdom objectives.

### ***Section 2. Present Affiliations***

In particular, this church is affiliated with the Caldwell Baptist Association, the Baptist State Convention of North Carolina, and the Southern Baptist Convention. Discontinuance of affiliation with any of these may be affected by vote of three-fourths of the members present and voting.

## **ARTICLE VII: MEMBERSHIP**

### ***Section 1. Conditions***

Membership in this church shall be upon religious grounds only, without regard to social, racial, cultural or other factors. Those persons who give evidence of regeneration, who have been baptized by immersion shall be eligible for membership. On the recommendation of the pastor, the elders by unanimous consent may suspend the requirement for immersion baptism as a condition of membership in cases of physical inability or severe hardship. The membership of this church shall be composed of those eligible persons who have presented themselves and have been received by the members.

### ***Section 2. Termination of Membership***

Membership may be terminated in any of the following ways:

By death, resignation, joining another church or exclusion.

*Exclusion* is when the membership of any person who flagrantly and persistently disregards the obligations inherent in his/her membership may be terminated by vote of the church.

Such action by the church shall be taken only after every reasonable effort has been made to effect a reconciliation.

When it seems necessary to terminate the membership of a person for reasons set forth here, the elders shall consult the member and seek a reconciliation. After every reasonable effort at reconciliation has failed the elders may recommend that his/her membership be terminated. Upon approval of their recommendation by the church, the membership shall terminate.

## **ARTICLE VIII: MEETINGS**

### ***Section 1. Worship and Ministry Meetings***

This church shall hold regular gatherings for worship, teaching, training, and fellowship. These gatherings shall be held at days and times agreed upon by the church. In the case of emergency, such as snow, the pastor, in conference with chairman of elders, may cancel the service or change the time of meeting for the best interest of the congregation.

### ***Section 2. Other Meetings***

Other meetings of the entire church may be set according to the needs of the congregation. Meetings of authorized groups within the church may be set according to their needs, provided that no such meeting shall conflict with the regularly scheduled meetings of the entire church.

### ***Section 3. Business Meetings***

#### **A. Annual Meeting**

The annual meeting for the approval of the budget and such other business as may be appropriate shall be held the last Sunday in May or the Sunday before or the Sunday after as determined by the Church Council.

#### **B. Called Business Meetings**

**1.** At any regular meeting of the church, the pastor may call for an immediate business conference to act upon matters of business those being the reception of members, appointment of messengers to meetings, the granting of letters, and the annual church letter.

2. Special business meetings may be called by the pastor, the chairman of the board of elders, a majority of the elders, or any twenty members requesting such in writing. Notice of the subject, date, time, and location must be announced at services on the Sunday prior to the special business meeting. No matter shall be considered at the called meeting except that for which it was called and previously announced.

3. In the event of an emergency, the pastor or chairman of the elders may, with consent of two-thirds of the elders call an emergency meeting without full notice to the members. Such notice, as is possible, will be given to the membership, and action is limited to the items requiring the emergency meeting. No meeting under this provision may be called in regard to personnel matters.

#### C. Notice

Except where otherwise required by these Bylaws, any requirement of notice for a meeting or item of business to be presented shall be satisfied if an announcement is made at a Sunday morning worship service one week in advance of any meeting or action.

#### D. Voting

All matters of business shall be decided by a majority vote of the members present and voting. There will be no voting by proxy or absentee ballot unless the church grants permission prior to the meeting. On routine matters of business, the moderator shall designate the manner of voting. However, when voting on a matter of great importance or controversial nature, any member may make a motion to vote by secret ballot. Upon receiving a second and a majority vote by the church, the vote will be taken by secret ballot. Ballots will be provided and distributed by the elders.

#### E. Minutes

The church clerk shall keep minutes of each business meeting and shall record any action taken by the church. A copy of the minutes of the meeting shall be kept at the church office.

#### F. Procedure

The pastor shall moderate meetings unless it is deemed that another be appointed. The rules of order shall be so used that the will of the congregation may be fully and freely expressed.

### ARTICLE IX: LEADERSHIP

#### *Section 1. Elders*

##### A. General

An elder is a man of exemplary, Christ-like character who is able to spiritually lead God's people. God calls elders and grants them authority to lead the affairs of the church under His direction. They primarily provide spiritual leadership through prayer and biblical guidance. When necessary, they may delegate certain organizational and administrative responsibilities to other individuals and teams as they see fit.

No elder shall be personally liable for the debts or obligations of the corporation of any nature whatsoever, nor shall any of the property of the elders be subject to the payment of the debts or obligations of the corporation.

##### B. Qualifications

Elders are male members of the church who meet the biblical requirements for eldership set forth in 1 Timothy 3 and Titus 1 and personify the mission, vision, and values of the church.

##### C. Selection and Dismissal

We do not choose elders, rather, we discover those whom God has gifted and called to serve in that capacity. The current elders will lead in the process of identifying, evaluating, and training potential elders. The final determination of selection or dismissal of an elder rests with the membership.

Elders are selected through the following process:

1. Potential elders are recognized as they serve, meet the biblical qualifications and evidence Spirit-led ability to care for the spiritual growth of others.

2. Candidates are invited to participate in an elder training process.
3. During this process, their character and abilities are examined.
4. Unanimous agreement among the current elders is required in order to nominate a candidate.
5. The elders recommend candidates to the membership as a nominee for eldership. This nomination rests with the membership for three months. Any member objecting to the nomination can address their concerns to the elders. If necessary, the elders may withdraw the nomination.
6. If no concerns are raised, a 75% majority affirmation of the attending membership is necessary.

Elders may be dismissed as stated in 1 Timothy 5:19-22.

An individual's service as an elder may be discontinued by his own decision, or the unanimous decision of the other elders.

#### **D. Corporate Duties**

##### **1. Function as Board of Directors**

The currently serving elders ("deacons" in the Articles of Incorporation) shall, meeting and acting together, constitute the board of directors of Kings Creek Baptist Church. Such board of directors shall change by and in the same procedure as for the terms of elders so that the board of directors shall perpetually be the same as the elders. In their capacity as directors, they shall have the duties and responsibilities attendant to directors, subject however to the limitations set forth in the Charter and Bylaws. The directors shall not have power, except as expressly authorized by the congregation, to purchase or sell or encumber any real or personal property, to install or remove officers or staff, to amend the Bylaws or Charter, or to bind the corporation to any contract. Consistent with our spiritual principles, Baptist polity and long-term practice, the congregation as a whole retains the authority to govern the affairs, spiritual and temporal, of the church.

##### **2. Corporate Officers**

The chairman of the elders shall, whenever required by law or practice, serve as the president of the corporation, having however only such express powers as are granted by the congregation, and having no power absent such express authorization to bind the corporation in any matter or act for it. In a similar manner and subject to the same limitations, the vice-chairman of the elders shall be authorized to act as the vice-president.

#### ***Section 2: Lead Pastor***

##### **A. General**

Although elders act jointly and share responsibility and authority for leadership of the church, not all are equal in their giftedness, biblical knowledge, leadership ability, experience or dedication. There will be a primary leader and teacher of the church.

##### **B. Duties**

The pastor, along with the other elders, shall have in their charge the spiritual welfare and oversight of the church in its total life, and in fulfillment of this duty he shall serve as preacher, pastor and administrator. As preacher, he shall conduct religious services on stated and special occasions as agreed by the church. Through prayer and study, he shall render an effective preaching ministry. He shall have special charge of the pulpit ministry, providing for a pulpit supply when he is absent. He shall recommend, upon approval of the elders, the workers to assist in revivals and other special services.

##### **C. Lead Pastor Search Team**

When the church is without a Lead Pastor, a Pastor Search Team will be nominated by the elders and approved by the congregation. A balanced team of seven, Spirit-led individuals, who are members in good standing, will be responsible for the process of prayerfully searching prospective pastors. When the committee is in agreement, they will bring one candidate to the membership.

#### **D. Election**

The membership will elect the Lead Pastor by paper ballot at a special meeting of the church led by a moderator appointed by the church. A favorable vote of 75% is required.

### ***Section 3. Professional Staff***

#### **A. Staffing Authorization**

The church may employ such professional, clerical, and maintenance personnel as it considers necessary, establishing for each the qualifications, duties and means of nomination and selection. Means of accountability shall be established. In each instance, a person shall be sought whose spiritual background, training, experience, and interests equip him for the duties of his/her respective office. The duties of each person shall be stated in writing and included in the recommendation for his/her call.

#### **B. Ministerial Staff**

Ministerial staff, other than the lead pastor, shall be recommended to the church by a designated committee. A majority of 75% of the members present shall be necessary for a call. All such staff serve at the pleasure of the congregation. Such staff may be terminated by majority vote of the church provided the pastor and elders have been provided an opportunity to make a recommendation regarding their tenure. Ministerial staff shall bring to the church the nomination of workers pertaining to his specific area of ministry.

#### **C. Non-ministerial Staff**

Non-ministerial staff shall be elected by the church on recommendation by the personnel committee in consultation with other appropriate committees. The personnel committee shall review the performance of all non-ministerial staff. Non-ministerial staff may be terminated by action of the church, provided the personnel committee has had an opportunity to make a recommendation regarding termination.

### ***Section 4. Church Officers***

#### **A. Clerk**

It shall be the duty of the clerk to attend or to be represented at all church conferences and to keep an accurate record of all church business actions. With the aid of the church staff and officers, the clerk shall prepare the annual associational letter and transmit it to the associational clerk. The clerk shall issue letters of dismissal as authorized by the church and shall keep an accurate roll of the church membership, including date and method of admission, change in name, correct mailing address, and other pertinent information for each member. The clerk shall preserve a true history of the church, including papers, letters, and records of historical value. All books and records kept by the clerk shall be considered the property of the church. The clerk shall serve as the secretary for the corporation.

#### **B. Treasurer**

It shall be the duty of the treasurer to disburse by check upon proper authority (budgeted items, designated, and items approved in church conference) of the church all funds given to the church. The church shall keep at all times an itemized account of receipts and disbursements and rendering regular written reports of the same to the church. The church's financial records shall be audited as arranged by the church, and all records shall be considered the property of the church. The treasurer shall, upon invitation, meet with the elders and shall be an ex officio member of the finance committee.

### ***Section 5. Ministries and Committees***

The church shall establish such ministries and committees as it deems appropriate for the work and ministry of the church. The church shall elect ministry leaders and church officers at the annual meeting. Committees will determine their meeting times, number of members, leadership and procedures. Each committee is responsible to enlist members as needed. Committees are authorized to make decisions in the realm entrusted to them. If there is any question regarding these decisions, they are to seek the council of the elders, and if need be, come to the church.

***Section 6. The Church Council***

The church council shall be composed of the pastor, and leaders of the various ministries. The church council shall meet regularly to correlate all church activities and programs in the harmonious achievement of our common objectives.

**ARTICLE X: FINANCES**

***Section 1. Budget***

The finance committee shall prepare and submit to the church for approval an annual budget. The annual budget shall be presented for adoption no later than the annual meeting, and the church members shall be encouraged to pledge their financial support through tithes and offerings.

***Section 2. Accounting Procedures***

All funds for any and all purposes shall be handled in accordance with procedures established by the finance committee, be reported to the church treasurer or financial secretary, and be properly recorded on the books of the church. A system of accounting that will adequately provide for the handling of all funds shall be the responsibility of the finance committee.

***Section 3. Expenditures and Receipts of Funds***

- A.** No funds shall be disbursed without the express authorization of the church as provided for in the budget or separate authorization.
- B.** No designated funds shall be received except where the church has approved the receipt of funds for the designated cause. Separate accounting shall be maintained for all designated gifts and funds.
- C.** The receipt of gifts of real or personal property must be approved by the appropriate authorities.

***Section 4. Member Donation Reports***

An accurate and confidential record of each member's contributions shall be kept, including offerings to the church budget and other designated offerings deposited and disbursed by the church. An annual report of contributions shall be given to each member.

**ARTICLE XI: CALENDAR**

***Section 1.*** The annual report to the Caldwell Baptist Association shall conform to the dates designated as the associational year.

***Section 2.*** The fiscal year of the church shall begin July 1 and conclude June 30.

***Section 3.*** The calendar of activities shall be planned six months in advance by the church council. The church secretary will maintain a current copy of the calendar in the church office.

**ARTICLE XII: AMENDMENTS**

***Section 1. Amendment***

These Bylaws may be amended by a vote of two-thirds of the members present and voting in a church conference called for the amendment, provided a copy of the proposed amendment has been presented at a previous church conference at least one month before the vote taken, or has been presented in the bulletin at least one month before the vote taken.

***Section 2. Copies***

A copy of these Bylaws and any amendments thereto shall be maintained by the clerk and copies made available at the church office.

## Appendix A

### CHURCH COVENANT

God established a covenant relationship, first with His people Israel, and then a new covenant with His people, the church.<sup>1</sup> Therefore, as members of God's covenant family known as Kings Creek Baptist Church, we commit ourselves to God and to one another to be Christlike<sup>2</sup> in our lives and relationships through the presence, guidance, and power of God's Holy Spirit.

We will love one another as Christ loved us,<sup>3</sup> honor one another above ourselves,<sup>4</sup> be kind and compassionate to one another,<sup>5</sup> encourage and build up one another,<sup>6</sup> comfort one another,<sup>7</sup> and offer hospitality to one another.<sup>8</sup>

We will have a spirit of unity based on our common bond in Christ,<sup>9</sup> be united in mind and convictions,<sup>10</sup> meet together regularly,<sup>11</sup> have equal concern for each other, suffer when one suffers and rejoice when another is honored,<sup>12</sup> and consider others more important than ourselves.<sup>13</sup>

We will use our God-given knowledge to instruct one another,<sup>14</sup> use our spiritual gifts to bless one another,<sup>15</sup> use the Word of Christ to teach and admonish one another,<sup>16</sup> and nurture one another toward spiritual maturity measured by the life and ministry of Jesus.<sup>17</sup>

We will confess our sins to one another, pray for each other,<sup>18</sup> warn those who are idle, encourage the discouraged, help the weak, be patient with one another,<sup>19</sup> forgive one another as the Lord forgave us,<sup>20</sup> and gently restore those who sin.<sup>21</sup>

We will not talk negatively about one another,<sup>22</sup> not pass judgment on one another, not put any stumbling block in one another's way,<sup>23</sup> not be morally impure, not use obscenities, not be greedy,<sup>24</sup> but we will be filled with the Spirit.<sup>25</sup>

We will let the light of our godly lives shine together to bring glory to God.<sup>26</sup>

## ARTICLES OF INCORPORATION

### KINGS CREEK BAPTIST CHURCH A NON-PROFIT CORPORATION

(Filed with the Secretary of State, North Carolina on August 4, 1999)

I, the undersigned natural person of the age of eighteen or more, acting as incorporator for the purpose of creating a nonprofit corporation under the laws of the State of North Carolina, as contained in Chapter 55A of the General Statutes of North Carolina, entitled "Nonprofit Corporation Act," and the several amendments thereto, do hereby set forth:

#### ARTICLE I - NAME

The name of the corporation is Kings Creek Baptist Church.

#### ARTICLE II - DURATION

The period of duration of the corporation shall be perpetual.

#### ARTICLE III - PURPOSES

A. The purposes for which this corporation is organized are to operate and function as a church in all its religious, charitable and educational dimensions including but not limited to the specific biblical objectives set forth in the Bylaws and the following broad purposes:

1. To advance and promote the worship of God
2. To engage in and promote the study of the Holy Scriptures
3. To advance the gospel of Jesus Christ by preaching, evangelism, teaching and the administration of the ordinances of the church
4. To create and enable Christian fellowship as a nurturing and discipling function of the church
5. To promote the biblical principles of justice and righteousness in personal, social, community and national life
6. To carry on the work of the church in all its spiritual, benevolent, educational, philanthropic, civil and social aspects and activities
7. To promote the spiritual welfare of all persons and to disseminate the Word of God to the people of all nations through evangelistic, educational and charitable missions
8. To organize and maintain such ministries and divisions, including but not limited to, schools, day care centers, relief programs and social services and other programs authorized by law which will promote and advance the religious purposes set forth herein.

<sup>1</sup>Hebrews 8:7-13; 9:15 / <sup>2</sup>1 Peter 2:21 / <sup>3</sup>John 13:34 / <sup>4</sup>Romans 12:10 /  
<sup>5</sup>Ephesians 4:32 / <sup>6</sup>1 Thessalonians 5:11 / <sup>7</sup>2 Corinthians 1:4 / <sup>8</sup>1 Peter 4:9 /  
<sup>9</sup>Ephesians 4:3-6 / <sup>10</sup>1 Corinthians 1:10 / <sup>11</sup>Hebrews 10:25 / <sup>12</sup>1 Corinthians 12:25-26 / <sup>13</sup>Philippians 2:3 / <sup>14</sup>Romans 15:14 / <sup>15</sup>1 Corinthians 12:7 /  
<sup>16</sup>Colossians 3:6 / <sup>17</sup>Ephesians 4:13 / <sup>18</sup>James 5:16 / <sup>19</sup>1 Thessalonians 5:14 /  
<sup>20</sup>Colossians 3:13 / <sup>21</sup>Galatians 6:1 / <sup>22</sup>James 4:11 / <sup>23</sup>Romans 14:13 /  
<sup>24</sup>Ephesians 5:3-4 / <sup>25</sup>Ephesians 5:18 / <sup>26</sup>Matthew 5:16



B. In furtherance of its purposes, and to the extent necessary to carry out such purposes, the corporation

1. Shall have all the powers given to and possessed by a North Carolina Non-Profit Corporation organized under the North Carolina Non-Profit Corporation Act.

2. May engage in any lawful activity within the purposes for which the corporation may be organized which are incidental to and in furtherance of the exempt purposes of the corporation.

C. No part of the net earnings of the corporation shall inure to the benefit of, or be distributable to its members, officers or other private persons, except to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the purposes as set forth in the Articles.

D. No substantial part of the activities of the corporation shall be the carrying on of propaganda, or otherwise attempting to influence legislation, and the corporation shall not participate in, or intervene in (including the publishing or distribution of statements) any political campaign on behalf of any candidate for public office. Notwithstanding any other provision of these articles, the corporation shall not carry on any other activities not permitted to be carried on (a) by a corporation exempt from federal income tax under section 501(c)(3) of the Internal Revenue Code of 1986 (or the corresponding provision of any future U.S. Internal Revenue Law) or (b) by any corporation, contributions to which are deductible under section 170(c)(2) of the Internal Revenue Code of 1986 (or the corresponding provision of any future U.S. Internal Revenue Law).

#### **ARTICLE IV - GOVERNMENT**

The government of this church shall be congregational in nature, and the final authority for the operation and management of the affairs of this corporation, spiritual and temporal, shall be vested in the membership of the church, which authority shall be exercised in the manner set forth in the Bylaws. Members alone shall have the authority to adopt and amend Bylaws, approve budgets, receive members and govern and conduct the affairs of this church.

#### **ARTICLE V - MEMBERS**

The corporation shall have such classes of members as provided in the Bylaws and all members shall be elected by the congregation in the manner set forth in the Bylaws. All present members of Kings Creek Baptist Church shall automatically become members of the corporation.

#### **ARTICLE VI - INITIAL DIRECTORS**

The number of initial directors shall be nine, and the initial directors shall be the same as the current deacons of Kings Creek Baptist Church, whose names and addresses are as follows:

Mike Greene, 4469 Grandin Road, Lenoir, NC 28645  
Edgar Stanbury, 4048 Grandin Road, Lenoir, NC 28645  
Charles Jarvis, 3297 Wilkesboro Blvd., Lenoir, NC 28645  
Clay Hedrick, 3929 Wilkesboro Boulevard, Lenoir, NC 28645  
Joe Icenhour, 3477 Blue Creek Road, Lenoir, NC 28645  
Doug Brookshire, 3271 Brookview Place, Lenoir, NC 28645  
Steve Hedrick, 6319 Moon Ridge Place, Lenoir, NC 28645  
Steve Johnson, 2766 Blue Creek Road, Lenoir, NC 28645  
Henry Medlock, 427 Arrowood Street S.E., Lenoir, NC 28645

#### **ARTICLE VII - DISSOLUTION**

Upon the dissolution of the corporation, the board of directors shall, after paying or making provision for the payment of all the liabilities of the corporation, dispose of all of the assets of the corporation exclusively for the purposes of the corporation in such a manner, or to such organization or organizations organized and operated exclusively for religious purposes as shall at the time qualify as an exempt organization or organizations under section 501(c)(3) of the Internal Revenue Code of 1986 (or the corresponding provision of any future U.S. Internal Revenue Law), as the board of directors shall determine.

#### **ARTICLE VIII - REGISTERED AGENT AND PRINCIPAL OFFICE AND PLACE OF BUSINESS**

The address of the initial registered office and principal office and place of business of the corporation in North Carolina is 4698 Kings Creek Church Road, County of Caldwell, Lenoir, North Carolina 28645, and the registered agent is Azalee Brookshire.

#### **ARTICLE IX - INCORPORATOR**

The name and address of the incorporator, acting as representative of all the members of Kings Creek Baptist Church, is Lynn R. Buzzard, Box 891, Buies Creek, N.C. 27506.

In TESTIMONY WHEREOF, I have hereunto set my hand, this the 20th day of July, 1999. Lynn. R. Buzzard