



Bylaws

In order for all of our processes and procedures to be uniformed and scalable we need a set of Bylaws in which all other Standard operating procedures and processes can be based. If we nail these down now we can set the standard for all departments that will create our Mission at Sober Racks. Think of it as guidelines to keep us on the right track so we can make sure we focus, what God wants us to do and not what we want to do. As we set up the moral fabric of SoberRacks.

- **All actions, or forms of actions to or from members of association or in association, will be tested upon the word of our father who art in heaven, in reverence to the living breathing word of God.**

Proverbs 9:10

- **No Anger, Malice, Blasphemy, Wrath, Deceit, Idolatry, Immortality, Lust, Greed, Shall be found in said associations, or process of associations, and the processes of this association.**

Colossians 3:5-9

- **All associations of actions, and process of association, or processes of this association will foster the following premises. Compassion, Kindness, Humility, Gentleness, Patience, Forgiveness, and most of all Love.**

Colossians 3: 12-14

- **If the previous three statues are met then leadership will meet and discuss if these processes and procedures align with the example set for us by Jesus Christ, since all of these are from the bible then they should have no issue aligning. (W.W.J.D.?) Majority will rule in case of disagreement. All parties of leadership having 1 vote and equal weight in vote.**

Colossians 3:15

- **Voting distribution 1 vote per Sierra Cannon (owner vote) 1 Vote per Justin Cannon (owner Vote). 1 vote per Debby Cannon (Senior Partner vote) (also will be tie breaker if split decision of Owner votes is equal).**
- **Voting of department heads and board will be as follows. Department heads will seat the board of directors table, it will be the board's responsibility to discuss and create a motion for vote. The Senior Partner will entertain the motion of relevance, and a second will be needed to carry motion to vote. Motion will pass the board @ $\geq 51\%$ of voting members. Senior Partner will also be deciding vote, not voting unless vote count is $\geq 50\%$ even, then senior partner will be the swing vote in the process. Senior partners will base their vote on the criteria here in said bylaws, with the basis of all departments best interest not only the interest of the petitioning department.**
- **Once the motion passes the Senior Partner will then schedule a meeting with owners and organize the motion for presentation with voting data of board, along with pertinent information in which ownership will need to know to make a decision. Owners will then vote with the senior partners position on subject motion as the swing vote.**
- **All owners, board, company, employee, business functions and or events will start with prayer. There will be a 24 hour minimum between motion and vote, no more than 144 hours from time motion is presented @ each level of company.**
- **Board Tenure will be 2 years, and will only be ended prior to the 2 year period if disciplinary process has been executed. Or theft or gross negligence has been found in the actions or process of board members. If motion for said action has been called then. Senior partner will immediately notify the Owners of SoberRacks and an emergency meeting will be set no later than 48 hrs from the time of notification. This can be in person or zoom.**
- **Optional weekly meeting will be held for all shareholders of this mission. Each board member will be responsible for their department and input to the meeting regardless of attendance. 50% of attendance is required unless, written authorization from Senior Partner or ownerships is given and corresponding to chain of "command in absences" which will be outlined in "SoberRacks SOP Handbook"**

- All income to SoberRacks from all current and future verticals will be deposited in _____ (General Fund). Any donation, and or charity gift to SoberRacks will also be deposited into the general fund or considered an asset of SoberRacks.
- The board will create 3 budgets annually. Budget will need to be approved in place no later than Nov 30, of the current year. Taking effect Jan 1st of the following calendar year.
- (Budget #1) : Consists of Overhead and Operational Cost of the Mission.
- (Budget #2): Consists all Charities and Tithing percentages of General fund allocations will equal zero profit being made at the EOY and will be detailed annual budget time period Oct 1st each calendar year.
- (Budget #3) Administrative Salary & Growth Scaling in 2 year segments of of the following 2 years
- Any new allocation request will need to be submitted in board meeting time frame and will need to follow standard motion compliance, to be amended outside of budgeting time frame from Oct 1st to Nov 30th each year.
- Petty cash allowances will be allowed from the general fund. Receipt of transaction out and back to general fund will be written. Ownership and senior partners will be allowed to use the Petty Cash Fund to facilitate SoberRacks activity or need. If the amount exceeds \$250 dollars then a phone call to one or both ownership parties is needed. Petty cash withdrawals are to be replaced by the General Fund and documented no later than 30 days from withdrawal. Unless approved by the board by vote.
- All actions, processes, and procedures must glorify God and not any form of self. If we win we praise god, if we lose we praise god, work for the kingdom is the primary goal of this mission. If these are followed strictly we should be able to fortify our defenses against the clever traps of the evil one.

Owner Signature_____

Owner Signature_____

Senior Partner Signature_____

Board Director_____