

**PERKINSVILLE BAPTIST CHURCH BYLAWS
APPROVED DECEMBER 15, 2013**

PREAMBLE

Perkinsville Baptist Church (PBC) endeavors to be a church of the Lord Jesus Christ, as described, established, and mandated by the New Testament. These Bylaws are to provide general guidance to PBC on governance and operation, based upon biblical references. However, the ultimate authority for PBC governance and operation is the Bible. When a conflict or ambiguity exists with regard to these Bylaws, deference is to be given to the biblical reference to resolve the conflict or ambiguity.

AFFILIATION

The Bible teaches that local churches should seek voluntary fellowship with other doctrinally sound churches. This association is to provide help and encouragement while working together as the Lord directs. This is a voluntary association that in no way involves the surrender of the individual church's freedom or dependence upon God.

Perkinsville Baptist Church has chosen to affiliate itself with the Southern Baptist Convention. We continue this association, believing that it is God's will to do so. Fundamental to this affiliation is the understanding that the Southern Baptist Convention is a fellowship of autonomous, biblically sound churches that choose to work together to further God's Kingdom. This affiliation is maintained by voluntary contributions to local, state, North American, and international missions. Support may also be provided by sending messengers to the annual convention for voting on doctrinal, ethical, and procedural positions. Members of Perkinsville Baptist Church may desire to become personally involved in Southern Baptist evangelism, education, and mission work.

Through the years, Perkinsville Baptist Church has also associated with other Christian ministries. All of our affiliations are to be with churches and organizations that are biblically sound in doctrine and practice.

COVENANT

Having been led, as we believe, by the Spirit of God to receive the Lord Jesus Christ as our Savior; and on the profession of our faith, having been baptized in the name of the Father, and of the Son and of the Holy Spirit, we do now in the presence of God and this assembly most solemnly and joyfully enter into our Covenant with one another, as one body in Christ.

We engage, therefore, by the power of the Holy Spirit, to walk together in Christian love; to strive for the advancement of this church in Biblical knowledge, holiness, compassion and soul-winning; to be faithful in its worship, ordinances, discipline, and doctrines; and to contribute cheerfully and regularly to the support of the ministry, the expense of the church, the relief of the poor, and the spread of the Gospel through all nations.

We also engage to maintain family and personal devotions; to religiously educate our children; to seek the salvation of our loved ones and acquaintances; to walk separated from the influences of this world; to be just and faithful in all our dealings; to walk daily in a manner that honors the Lord Jesus Christ, avoiding participation in any activity that would bring criticism on His name; to be zealous in our efforts to advance the kingdom of our Savior.

We further engage to watch over one another in brotherly love; to remember one another in prayer; to aid one another in sickness and distress; to cultivate Christian sympathy in feeling and Christian courtesy in speech; to be slow to take offense, but always ready for reconciliation and mindful of the rules of our Savior to secure it without delay.

We moreover engage that when we remove from this place we will, as soon as possible, unite with some other church where we can carry out the spirit of this covenant and the principles of God's word.

ARTICLE I IDENTIFICATION

Section 1. NAME. The name of the corporation is Perkinsville Baptist Church (hereinafter "PBC").

Section 2. PRINCIPAL OFFICE. PBC's principal office shall be located in Boone, North Carolina

ARTICLE II MEMBERSHIP

Section 1. CHURCH MEMBERSHIP DEFINED. Church membership is a commitment to actively function as an appendage of this local body of Christ, rather than merely affiliating with an organization (Rom. 12:3-21; 1 Cor. 12). Every member is expected to be an active participant in the ministry of PBC by attending worship and Bible study, by praying for the church and its leadership, by giving financial support and by serving in the ministry areas for which they are gifted.

Section 2. REQUESTING CHURCH MEMBERSHIP. Membership in PBC shall be open to any person who professes faith in the Lord Jesus Christ as Savior and is in harmony with the doctrines and practices of PBC. Membership may be requested by an individual in public at a PBC meeting or in consultation with a member of the Pastoral Staff or an Elder.

- A. The membership reserves the exclusive right to determine who shall be members of this church and the conditions of such membership.
- B. Any person may offer himself as a candidate for membership in this church in any of the following ways:
 1. By profession of faith and for baptism according to the policies of this church.
 2. By receipt of a letter of recommendation from another likeminded church.
 3. By restoration upon a statement of prior conversion experience and baptism.
- C. Membership is reserved for those who have been baptized by immersion as believers.

- D. Every person requesting membership will be asked to give testimony of his or her personal relationship with the Lord Jesus Christ.
- E. Should there be any concern on the part of a member related to the personal testimony or public witness of a new member candidate then the member is encouraged to approach a member of the ministerial staff with his or her concerns. It shall be the responsibility of the ministerial staff to make every effort to investigate and if necessary help resolve any issues within the candidate's life that may hinder the testimony of the church if membership is extended.

Section 3. NEW MEMBER ORIENTATION. Every person desiring membership in PBC, whether that person comes by profession of faith, statement, or transfer of letter, shall complete a new member orientation. Upon completion of the orientation and all other requirements for church membership, the candidate shall become a church member.

Section 4. TERMINATION OF MEMBERSHIP. This church shall remove from its active membership rolls those who are deceased, those who unite with churches of other faiths to which this church does not grant letters of recommendation, those who unite with a church of like faith and ask for a letter of transfer, those who may request membership to cease, or those who are inactive for an extended period of time, or those who have been excluded by action of PBC. For inactive members and those who potentially may be excluded for any other reason by PBC, every effort shall be made on the part of the ministerial staff, Elder Council, and Deacon Board to reunite the member with the worship and ministry of the church before their name is removed from the roll.

Section 5. RESTORATION OF MEMBERSHIP. According to the clear teachings of Scripture it shall be the role of the Pastoral Staff and the Elder Council to administer church discipline with the end goal of restoring a member back to a healthy and biblical walk with Christ. Church discipline shall only be practiced if a member engages in unrepentant sin. An unrepentant sin is defined as an action or behavior in direct contradiction to the word of God that is continued without remorse, or any effort of repentance. Behaviors many consider the most offensive sins do not merit church discipline if a member confesses them as sin and repents from committing them.

The goal is the repentance and restoration of the individual to a full fellowship with God. This is to be done in love, Christian kindness, patience toward the individual, and in obedience and honor to God.

Restoring members through church discipline shall be done following the guidelines outlined by Christ in Matthew 18 along with the other teachings within the New Testament. Due to the variance of each situation, the Pastoral Staff and the Elder Council shall determine a plan to practice church discipline based on each individual case. If at any point during the process the member in question repents and seeks forgiveness then their restoration shall be celebrated and the discipline process halted.

If every effort is made to restore a member and the member continues to remain unrepentant then the Elder Council shall move forward with revoking the membership of the person being

disciplined. The Elder Council shall revoke membership by informing the Deacon Board of the entire situation and steps that have been taken. The Elder Council shall revoke membership with a majority vote.

The church may restore to membership any person previously excluded, upon request of the excluded person, and by recommendation of the Pastoral Staff and a majority vote of the Elder Council, upon evidence of the excluded person's repentance and reformation.

Section 6. RIGHTS OF MEMBERS. Only active members of the church are entitled to vote at elections and on all questions submitted to the church in conference.

- A. Only active members of the church are eligible for consideration by the membership as candidates for elective offices in the church.
- B. Every member of the church may participate in the ordinances of the church as administered by the church.
- C. The vote of any active member who has not attained the age of eighteen (18) shall be counted separately in matters involving the hiring or termination of paid Pastoral or Ministerial Staff or in matters of Contract between PBC and any outside entity. In these instances the votes cast by active members who have not attained the age of eighteen (18) shall be given great weight, but shall not be counted in regard to any requirement of a majority vote or super majority vote.

Section 7. ASSOCIATE MEMBERSHIP. Any person who desires to maintain membership in a likeminded church but also desires to be under the watch care of PBC may unite with PBC by requesting Associate Membership as governed by the following stipulations:

- A. The person must have been baptized by immersion after professing Christ as Savior in a likeminded church.
- B. The person has circumstances (such as geography) that prevent them from being actively involved in the church of their membership.
- C. The person has no voting privileges at PBC and may not serve in an elective office.
- D. Article II, Sections 1-5 shall also apply to Associate Membership.

Section 8. MAINTENANCE OF MEMBERSHIP ROLLS. The church office shall maintain a current roll of all members in the following categories:

- A. Active members are those members who are regularly and actively involved in the meetings and ministries of PBC. The Elder Council will review the active member rolls at least annually.
- B. Inactive members are those members who are not active in the meetings and ministries of PBC. The Elder Council will review and act upon the inactive member rolls at least annually in accordance with Section 4 of this Article.

ARTICLE III MEETINGS

Section 1. WORSHIP SERVICES. The church shall meet regularly each Sunday morning, and at various other times for the worship of Almighty God. Prayer, praise, preaching, instruction, and evangelism shall be among the ingredients of these services. The Senior Pastor or his designee shall lead the services for all the church members and all others who may choose to attend.

Section 2. SPECIAL SERVICES. Revival services and any other church meetings essential to the advancement of the church's objectives shall be placed on the church calendar.

Section 3. ANNUAL MEETING. There shall be an annual business meeting of PBC within sixty (60) days of the end of its fiscal year at its principal place of worship in Boone, North Carolina, at which time the activities of PBC during the previous year will be discussed, as well as issues, events, and activities that are anticipated for the coming year. Active members shall have the opportunity to discuss such issues as they may consider important at this meeting. The Elder Council will moderate this "family meeting," in order to provide explanations, answers, insights, and comments as appropriate. The Elder Council shall seek counsel, insights and guidance from the members of PBC, carefully considering their opinions and desires. The minutes of this meeting will be published to the PBC body by the Elder Council.

Section 4. QUARTERLY BUSINESS MEETINGS. The church shall hold regular business meetings quarterly at a designated time and place.

Section 5. SPECIAL BUSINESS MEETINGS. The church may conduct called business meetings to consider matters of special nature and significance. A one-week notice must be given for the specially called business meeting unless extreme urgency renders such notice impractical. The notice shall include the subject, the date, and time and place, and it must be given in such a manner that all active members have opportunity to know of the meeting. Special called business meetings shall be called by the Elder Council as needed.

Section 6. QUORUM. The quorum consists of ten percent (10%) of the active members who have attained the age of eighteen (18), provided it is a stated meeting or one that has been properly called.

Section 7. PARLIAMENTARY RULES. *Robert's Rules of Order, Revised* is the authority for parliamentary rules of procedure for all business meetings of the church.

Section 8. PROCEDURES FOR BUSINESS MEETINGS.

- A. Every member wishing to speak must first rise and respectfully address the moderator. The moderator shall call to order any member who introduces any matter foreign to the subject under consideration, and he shall not allow any member to indulge in discourtesies.
- B. A moderator shall preside at all business meetings.

Section 9. VOTING. During regular or special business meetings, the vote may be by voice, rising, show of hand or ballot. Unless otherwise stated in these bylaws or the Articles of Incorporation, a motion will be adopted by a simple majority of those voting. Only active members present at a business meeting and who are not under the process of Church discipline are eligible to vote.

Section 10. MOTIONS FROM CHURCH MEMBERS. Any active member who has attained the age of eighteen (18) may make a new main motion at any business meeting. If approved, such motions shall be immediately tabled until a subsequent business meeting in order to allow active members, the Elder Council, and committees to perform due diligence and for the protection of the congregation. Notice of such motions shall be provided to the church within one week after the motion has been made. The Elder Council may, however, call a special called business meeting in advance of the next scheduled quarterly business meeting at which the motion may be presented for discussion and vote.

Section 11. PRESIDING OFFICIAL. The Elder Council shall provide the moderation of all such meetings.

Section 12. MATTERS TO BE CONSIDERED BY PBC MEMBERS.

- A. The affirmation of the PBC body will be sought in all matters regarding:
1. Selection, rebuke, or dismissal of the Senior Pastor;
 2. Selection, rebuke, or dismissal of Deacons and Elder Council;
 3. Selection of full-time pastoral staff members;
 4. Selection of standing committees;
 5. Building, facilities, or any major decisions relating to PBC properties;
 6. Financial budgets of PBC;
 7. Amending the Bylaws;
 8. Any matter of indebtedness on the part of PBC which exceeds \$5000.00; and,
 9. Other matters in which the Elder Council feels led to seek the members' advice and counsel;
 10. At times, the Elder Council will gather the entire congregation for open discussion, proposals, information, prayer, and/or voting (Acts 6 and 15). At other times, decisions will be made solely by the Elder Council (Acts 6; Acts 15; Hebrews 13:17; 1 Timothy 5:17; 1 Thessalonians 5:12).
- B. At all times, church members are responsible to exercise their God-given privilege to communicate their thinking on any issue to the Elder Council for the purpose of discovering together the truth as revealed in God's Word. At all times, the Elder Council should promote and develop an educated, involved, and sufficiently informed congregation. In this manner, all church members may participate. However, no provision of the Elder Council structure shall be construed to prevent an individual member of the church from offering a new main motion for adoption by the membership in business session as further outlined in Article III, Section 10.

ARTICLE IV ELDER COUNCIL

Section 1. GENERAL SCOPE. PBC seeks to be a New Testament church committed to the teachings of the Bible. No other authority or tradition is to guide the means, faith or structure of the Lord Jesus Christ's Church. The administrative and pastoral structure for a New Testament church is to utilize a plurality of leadership. PBC will follow this scriptural example. To achieve this New Testament model, PBC requires qualified men to serve as an Elder Council. These men must meet specific moral and spiritual qualifications before they serve (1 Tim. 3:1-7; Titus 1:5-9). They must be publicly installed into office (1 Tim. 5:22; Acts 14:23). They must be motivated and empowered by the Holy Spirit to do their work (Acts 20:28). After review, examination and appointment, as noted herein, men affirmed by PBC to serve as Elder Council, together with the Senior Pastor and other Pastoral Staff shall constitute the "Elder Council." To effectively perform their duties, the Elder Council needs the prayers, support (1 Tim. 5:17-18) and assent of members of PBC (Heb. 13:17). PBC is called upon to honor their Elder Council and to protect them against false accusations (1 Tim. 5:19). Finally, if an elder falls into sin, and continues in sin, he must be publicly rebuked (1 Tim. 5:20).

Section 2. RESPONSIBILITIES.

- A. General responsibilities of the Elder Council, which are able to be delegated by the Elder Council:
 - 1. feed the flock (1 Tim. 3:2; 5:17; 1 Thess. 5:12; Titus 1:9);
 - 2. provide leadership to the flock (Acts 20:28; 1 Thess. 5:12; Heb. 13:17), in practical matters (Acts 6:1-6; 11:29-30), in matters of doctrine (Acts 15; 16:4), and in matters of discipline and character (Heb. 13:17);
 - 3. lovingly care for the flock (James 5:14-15; Acts 20:35; Heb. 13:17); and,
 - 4. protect the flock (1 Pet. 5:2-3; Acts 20:28).

- B. Specific responsibilities of the Elder Council:
 - 1. Provide counsel to the Senior Pastor, Pastoral Staff and to the Deacon Board;
 - 2. oversee ministry and administrative functions of the church;
 - 3. administer ordinances under the leadership of the Senior Pastor and Pastoral Staff;
 - 4. preside over weddings and funerals under the direction of the Senior Pastor;
 - 5. pastoral care under the leadership of the Senior Pastor and Pastoral Staff;
 - 6. be responsible for the implementation and oversight of crisis ministry programs of the church;
 - 7. be the Board of Directors for the Corporation with the officers of the Corporation to be selected by the Elder Council;
 - 8. teach and/or preach when called upon to do so;
 - 9. be prepared at all times to function as Lay Pastors of the congregation;
 - 10. a lay member of the Elder Council selected by the Council will serve as an ex officio member of the Deacon Board.

Section 3. QUALIFICATIONS. Each Elder must have a "calling" from God to this office. The qualifications of an elder are described in 1 Tim. 3:1-7 and Titus 1:5-9. He must be:

- A. Active member in good standing;
- B. Blameless as a steward of God; above reproach (1 Tim. 3:2; Titus 1:6-7);
- C. Husband of one wife; (1 Tim. 3:2; Titus 1:6);
- D. Temperate, sober, vigilant (1 Tim. 3:2);
- E. Sober-minded, prudent (1 Tim. 3:2; Titus 1:8);
- F. Of good behavior; orderly, respectable (1 Tim. 3:2);
- G. Given to hospitality (1 Tim. 3:2; Titus 1:8);
- H. Apt to teach; able to teach; he can exhort believers and refute false teaching (1 Tim. 3:2; Titus 1:9);
- I. Not given to much wine (1 Tim. 3:3; Titus 1:7);
- J. Not violent; not pugnacious (1 Tim. 3:3; Titus 1:7);
- K. Patient, moderate, forbearing, gentle (1 Tim. 3:3);
- L. Not a brawler; uncontentious; not soon angry or quick-tempered (1 Tim. 3:3; Titus 1:7);
- M. Not covetous; not a lover of money; not greedy of base gain (1 Tim. 3:3; Titus 1:7);
- N. Manages his own house well. His children are faithful, not accused of rebellion to God (1Tim. 3:4; Titus 1:7);
- O. Not a novice; not a new convert (1 Tim. 3:6);
- P. Has a good report or reputation with people outside the church (1 Tim. 3:7);
- Q. Not self-willed (Titus 1:7);
- R. Lover of what is good (Titus 1:8);
- S. Just, fair (Titus 1:8);
- T. Holy, devout (Titus 1:8);
- U. Self-controlled (Titus 1:8); and,
- V. Be a consistent “tither” of his income to the church.

Section 4. INITIAL ELDER COUNCIL OR RECONSTITUTION OF ELDER COUNCIL.

- A. Initial Elder Council. The current Deacon Board shall recommend to PBC a five-member Elder Examination Team chosen from PBC’s active membership to seek the Lord’s leadership, regarding the first Elder Council. The Deacon Board shall make this recommendation to PBC in a Special Meeting for PBC’s determination of affirmation. Additionally, the Senior Pastor shall serve as a member of the Elder Examination Team. This team will review scriptural teachings pertaining to the office of Elder and prayerfully recommend men to serve as Elders. When at least three men have been affirmed by PBC, the Elder Examination Team’s function will be assumed by the Elder Council, and the team shall be dissolved.
- B. Elder Examination Team. When the Elder Examination Team reaches unanimous agreement in regard to a potential elder, they will seek the affirmation of PBC in a Special Meeting. A three-fourths (3/4) affirmative vote of the active members attending the Special Meeting where a quorum is present is required to affirm a person to be an Elder. The Elder Council, together with the Senior Pastor and Pastoral Staff, shall form the Elder Council and may seek to appoint additional Elders as God directs. (It is understood that much of this work may be performed in preparation for the possible adoption of these Bylaws to avoid an inordinate delay in the establishment of the Elder Council. In that case, the Elder Examination Team may be presented with the Bylaws.)

- C. Initial Terms for Reaffirmation. Although an Elder does not serve a specific term, he shall require the reaffirmation by the active membership every four (4) years. The initial elders will be appointed to staggering terms of two (2), three (3), and four (4) years.
- D. Reconstitution of Elder Council. In the event that it is necessary to reconstitute the Elder Council, an Elder Examination Team shall be recommended to PBC by the Deacon Board in a Special Meeting for PBC's determination whether to affirm the recommended individuals. They are to be qualified to research and review the scriptural teachings on church Elders and prayerfully recommend Elder Council to PBC. Once PBC has affirmed three Elders to the reconstituted Elder Council, the Elder Examination Team shall be dissolved. The process in subsection "B" above shall be followed to reconstitute the Elder Council, if and when required.

Section 5. SELECTION.

- A. The Elder Council shall seek the Lord's leadership regarding the number of additional Elders needed to minister at PBC. While the Bible does not give instruction as to the number of Elders a church should have, it is recognized that there must be a plurality. A determination of the need for additional Elders should be based upon the work of God in the PBC family and the availability of those with a God-given desire to serve as an Elder.
- B. Men who aspire to be an Elder, due to the calling of God, should express that desire to an Elder or the Senior Pastor of PBC. (1 Tim. 3:1)
- C. A potential Elder will be examined by the Elder Council in order to discover his calling and qualifications. If the Elder Council and the man, in search of God's will for his life in this matter, are of like mind as to his calling, the Elder Council shall recommend him to the PBC body to be affirmed as an Elder. The appointment of a man to serve as an Elder is a solemn and serious matter (1 Tim. 5:21-22). Therefore, the Elder Council shall earnestly, without any haste, bias or partiality, seek God's will with regard to the potential Elder's appointment to the Elder Council.
- D. In a Special Meeting of PBC, the Elder Council shall recommend the potential Elder to PBC. A three-fourths (3/4) affirmative vote of the active members attending the Special Meeting where a quorum is present is required to affirm a person to be an Elder.

Section 6. TERM OF OFFICE. An Elder, called by God, shall serve until such time as God calls him to other service and away from the office of Elder. For good reason shown, an Elder may be allowed a sabbatical for a period of time upon the approval of the Elder Council and the church. Although an Elder does not serve a specific term, his call must be reaffirmed by the active membership every four (4) years. Failure to receive a reaffirmation from the active membership, the Elder is no longer eligible to serve. Additionally, by the improper actions of an Elder, he can be removed from office.

Section 7. NUMBER OF ELDER COUNCIL. As God calls men to serve in the office of Elder, they shall be considered, examined, and utilized in service. The number of Elder Council is not determined; it is a matter of the revealed will of God. The Bible indicates a plurality of leadership, which implies more than one leader. Nonetheless, the goal is for the lay Elders to comprise a majority of the Elder Council.

Section 8. AUTHORITY AND RESPONSIBILITIES. The Elder Council shall have the authority and responsibility to oversee the spiritual and administrative activities of PBC unless otherwise reserved to the PBC active membership elsewhere in these Bylaws. This authority is able to be delegated by the Elder Council. In summary, the Elder Council is to shepherd the “flock” of God (1 Pet. 5:1-5). It is recognized by PBC and Elder Council that there is only one Lord and Master in God’s Church: the Lord Jesus Christ. All others are His servants (Philippians 2:5-11).

Section 9. TRAINING AND EDUCATION. There are no specific requirements for formal training or education to be an Elder. Becoming an Elder is a matter of God’s preparation of the man and His call to the place of service.

Section 10. DISCIPLINE AND REMOVAL. Any elder may be removed from office if he becomes incapacitated, spiritually unqualified or his inability to serve is established in the minds of the remainder of the Elder Council. PBC has the right to rebuke an elder due to a continuing sin in his life, based upon the procedure established in 1 Tim. 5:19-20. PBC also has the right to remove all, or some, of the lay Elders in a Special Meeting, with a majority vote of three-fourths (3/4) of the active members attending the Special Meeting where a quorum is present. The Senior Pastor and Pastoral Staff are not automatically removed with the removal of the lay Elder Council.

Section 11. MEETINGS AND ORGANIZATION. The Elder Council shall establish written policies and procedures for the conducting of their activities. All meetings shall have written or otherwise recorded minutes of the matters considered. These minutes shall become a part of the permanent records of the Elder Council.

Section 12. INDEMNIFICATION. The Elders acting together in the Elder Council shall be indemnified and held harmless for actions consistent with the purpose and vision of PBC. PBC shall be primarily responsible for liability arising from such actions or inaction of the Elder Council. Reasonable expenses to litigate or otherwise resolve issues arising from the Elder Council’s performance of its duties and responsibilities shall be approved and paid by PBC. At the election of the Elder Council, this same indemnification shall extend to all individuals performing within the scope of their duties and responsibilities for the benefit of PBC.

ARTICLE V DEACONS

Section 1. GENERAL SCOPE. Deacons are the servant-ministers of the church. Their purpose is to relieve the Elder Council of the multitude of practical duties of caring for the flock. Deacons are to give their primary attention toward caring for the congregation’s physical welfare. Deacons have the honor of modeling, for the local church and the lost world, God’s compassion, kindness, mercy, and love. As the church compassionately cares for people’s needs, the world sees a visible display of Christ’s love, which will draw some people to the Savior. Deacons are to be an example of commitment, unity, and harmony in their service.

Section 2. DUTIES AND RESPONSIBILITIES. The deacons are to effectively and carefully administer the church's charitable activities. They are the collectors of funds, the distributors of relief and agents of mercy. They help the poor, the jobless, the sick, the widowed, the elderly, the homeless, the shut-in, the orphaned, and the disabled. They comfort, protect, encourage people, and help to meet their needs. Although they do in many ways meet spiritual needs of those whom they serve, their primary service is related to physical needs. Specific duties, which may be delegated by the Deacon Board, include, but are not limited to:

- A. Service to the physical needs of the membership exhibiting the love and compassion of Christ. Specific attention is to be given to widows and widowers, the needy, the aged, and the orphaned. Collection and administration of the benevolence fund is included.
- B. Assisting the Elder Council in the preparation and serving of the Lord's Supper to the membership.
- C. Provide leadership to members through the Family Ministry plan of the church.
- D. Provide leadership to members in ministry endeavors and ministry groups.
- E. Other such duties and responsibilities as determined by the deacons and/or the Elder Council.

Section 3. QUALIFICATIONS. Deacons must be active members in good standing of PBC and possess the qualifications stated in 1 Timothy 3:8-10, 12-13: Acts 6:1-16. These qualifications are listed below:

- A. A person of dignity. (1 Tim 3:8)
- B. Not double-tongued. (1 Tim 3:8)
- C. Not addicted to much wine. (1 Tim 3:8)
- D. Not fond of sordid gain. (1 Tim 3:8)
- E. Holding to the mystery of the faith with a clear conscience. (1 Tim 3:9)
- F. Tested. (1 Tim 3:10)
- G. Beyond reproach. (1 Tim 3:10)
- H. Celibate within the biblical concept of marriage. (1 Tim 3:12)
- I. Good managers of their children and their own households. (1 Tim 3:12)
- J. Be a consistent "tither" of their income to the church.

Section 4. SELECTION. Nominations for those who are perceived to meet the qualifications of Deacon and have proved they have a heart to serve others may be made to the Deacon Board annually by the active membership. Candidates will be reviewed by the Deacon Officers. They will recommend to the Elder Council those whom they have examined and find to be qualified and who confirm that they sense the Lord's calling to serve as a deacon. A Special Meeting will be called by the Elder Council, for the purpose of affirming the deacon candidates. Individual deacon candidates will be affirmed to serve by a three-fourths majority (3/4) vote of all active members voting.

Section 5. ORDINATION. Deacon candidates, who have been affirmed, but have not previously been ordained in a Southern Baptist Church, shall be ordained (set apart for service), by the Elder Council in the presence of the membership. Affirmed deacon candidates will not serve as an active deacon until they have been ordained.

Section 6. TRANSITION PERIOD. Deacons who are active at the time of the adoption of these Bylaws, shall continue to serve their previously established term of service. At the completion of their term, continuance of service will be as stated in Section 7. Deacons who have less than six months lapse in active service at the time of adoption of these Bylaws may be recommended for continuance of service, according to the provisions of Section 7.

Section 7. TERM OF OFFICE. The initial term of office of deacon shall be one year. Consecutive terms are acceptable and encouraged, for those who are serving well as deacons. At the completion of their one-year term of service, with the recommendation of the Deacon Officers and the deacon's affirmation that God's leading is for them to continue serving as an active deacon, the Deacon Officers will present the names of those deacons, whom they recommend to continue to serve, to the Elder Council for concurrence. Deacons recommended and approved for continuance of active service will not require reaffirmation by a vote of the membership because no vacancy will exist. Following any lapse of service by a deacon, the procedures stated in Section 4 will be followed for return to active service.

Section 8. NUMBER OF DEACONS. The number of active deacons will be a minimum of nine with additional positions as determined by the Deacon Officers with the concurrence of the Elder Council.

Section 9. TRAINING AND EDUCATION. No special education or training is required to serve as a deacon. The deacon must have a heart to serve others and be committed to work together with the other deacons in fulfilling the deacon ministry.

Section 10. DISCIPLINE AND REMOVAL. A deacon may be removed from active service upon failure to meet the qualifications stated in Section 3. Removal of a deacon from active service other than by completion of a term of service or resignation shall be by action of the Elder Council at the recommendation of the Deacon Officers and by a three-fourths (3/4)majority of the active membership voting at a Special Meeting.

Section 11. MEETINGS AND ORGANIZATION. Deacons shall meet regularly for prayer, Bible study, and discussion of the fulfillment of the duties and responsibilities of deacons. Frequency of meetings shall be as determined by the Deacon Officers.

ARTICLE VI MINISTRY TEAMS

Section 1. GENERAL. PBC is committed to accomplishing its stated goals through the ministry of its members. To accomplish these goals, PBC is determined to organize into "Teams" to be more effective. Teams are focused upon accomplishing a stated or determined goal, or set of goals, to fulfill the ministry that God has called those participating to do.

Section 2. EMPOWERMENT. Teams organize and function under the leadership of the Elder Council.

Section 3. MINISTRY. Teams perform the ministry best when it is performed by a plurality. Teams are the basic organizing units of PBC to accomplish its goals within the guidelines of our Purpose Statement. Teams are not policy-setting entities. Rather, they are the “hands and feet” of the body of Christ. These teams devise and carry out the actions to further determine PBC ministries. PBC policies and procedures provide a framework within which teams successfully operate.

Section 4. STRUCTURE. Depending upon PBC membership participation in a ministry, the Team may be in a leadership role for the ministry, or the team may be PBC members, who comprise all of the participants in that PBC ministry. Team size and function shall meet the needs of its ministry.

Section 5. MINISTRY LEADERS. Non-paid staff Ministry Leaders shall be selected by the Elder Council and active members. A Ministry Leader may be a member of the Pastoral Staff, the Elder Council, or an active member who otherwise meets the criteria set forth herein. The qualifications for Ministry Leaders shall be the same as that of Deacons. Ministry Leaders may continue to serve as long as they are qualified for service subject to the approval of the Elder Council and active membership.

Section 6. TEAM SIZE AND MAKE UP. The Ministry Team make up and size shall be determined by the Senior Pastor, the Ministry Leader and the Elder Council..

Section 7. QUALIFICATIONS FOR TEAM MEMBERS. All efforts shall be made by the Ministry Leader and other selection bodies to ensure that the composition of the Ministry Team is represented adequately by PBC members to direct the Team in a manner consistent with PBC’s doctrine, witness and ministry retention. Members of a Ministry Team shall be professing Christians who are active members of PBC and who are seeking to use their spiritual gifts for the building of the Kingdom. Members of Ministry Teams are to be committed to love and unity in the church body, to building up the body of Christ, to advancing the goals of the Ministry Team on which they serve, to speaking the truth in love, to the doctrine of PBC, to moral integrity, and to wholesome talk and healthy relationships with others.

Section 8. CREATION AND DISSOLUTION. New teams may be created and existing teams may be dissolved upon a determination of the Elder Council.

Section 9. CURRENT MINISTRIES. A current list of ministries provided is maintained in the Church Office and is published for the information of members and prospects. Ministries are to be added as the opportunity arises to advance our ability to carry out the purpose statement. Likewise, ministries that have served their purpose or are no longer seen as necessary in carrying out the purpose statement are to be terminated.

Article VII STANDING COMMITTEES

Section 1. STANDING COMMITTEES. The Standing Committees of the church shall be a Personnel Committee, a Finance Committee, a Nominating Committee, a Property & Asset

Management Committee, a Planning Committee and an Acts 1:8 Committee. Additional standing committees may be added pursuant to the Policies and Procedures adopted by the Elder Council. Generally upon recommendation of the Elder Council, the church may form ad hoc committees that may be necessary to perform relevant administrative or operational tasks. The Elder Council is responsible for proposing committee job descriptions to the church for its approval. IfPro a proposed recommendation from a standing committee affects several areas of ministry and/or responsibilities within the church, the committee initiating the motion will bring the matter to the Elder Council for review regarding prospective action on the motion. If, after such review, the Elder Council reject the recommendation and the committee still considers the recommendation to be appropriate, the committee chairperson or his/her designee may present the recommendation as a motion to the church at an appropriate business session, providing that any pertinent details pertaining to the motion are disseminated to the members and will be available for discussion.

Each standing committee shall have at least one (1) member of the Elder Council assigned to serve as an ex-officio member of the committee. The make-up and duties of any Standing Committee, including its dissolution, may be changed at any time with the approval of the Elder Council and upon a majority vote of the church membership without the necessity to change these by-laws. A complete list of all Standing Committees together with their current responsibilities will be maintained in the church office and open to inspection by any member at a reasonable time.

Section 2. COMMITTEE MEMBERSHIP. Committee members must be professing Christians and must be active members of PBC. Members of committees are to be committed to love and unity in the church body, to building up the body, to achieving the committee's objective, to speaking the truth in love, to the doctrine of PBC as stated in the Baptist Faith and Message, to moral integrity, and to wholesome talk and healthy relationships with others. Except for the Nominating Committee, committee members are recommended by the Nominating Committee and affirmed by the church. A slate of nominations for the Nominating Committee will be submitted to the church by the Elder Council for the approval of active members. Standing Committee members shall serve on a three-year rotation basis with one-third to be elected each year. A one year sabbatical may be imposed before an individual member may return to a committee upon completion of his or her term.

Section 3. COMMITTEE LEADERSHIP. With the exception of the Finance Committee, the Nominating Committee recommends, and the church affirms, the selection of individuals to chair the standing committees. The Finance Committee shall be chaired by the Treasurer.

Section 4. POLICIES AND PROCEDURES. All Standing Committees shall develop policies and procedures which shall be submitted to the Elder Council for finalization and approval by the Elder Council and active membership.

ARTICLE VIII PASTORAL STAFF

Section 1. SENIOR PASTOR. The Senior Pastor shall be the spiritual head of the church and shall lead the Pastoral Staff, Ministry Heads, Elder Council, Deacon Board, other church staff and the congregation to fulfill the mission of the church.

- A. The Senior Pastor is responsible for leading the church to function as a New Testament church. The Senior Pastor will lead the congregation, the organizations, and the church staff to perform their tasks.
- B. The Senior Pastor is leader of pastoral ministries in the church. As such, he works with the Elder Council, the Deacon Board and church staff to: (1) lead the church in the achievement of its mission, (2) proclaim the gospel to believers and unbelievers, and (3) care for the church's members and other persons in the community.

A Senior Pastor shall be chosen and called by the church whenever a vacancy occurs. The election shall take place at a meeting called for that purpose with a public notice given at least one week in advance.

Section 2. SENIOR PASTOR SELECTION PROCESS. When a Senior Pastor vacancy occurs, it becomes the spiritual leadership responsibility of the Elder Council and the servant leadership responsibility of the Deacon Board to be a stabilizing influence for the PBC. Certain basic responsibilities are to be carried out as follows:

- A. Call the Church to intercessory prayer for the Holy Spirit's leadership and to schedule prayer vigils at regular intervals.
- B. Form a committee of one Pastoral Elder, one Deacon, four active church members, and one Lay Elder, who will serve as the chairperson, to fulfill the responsibility for calling an interim pastor/preacher and temporary speakers to fill the pulpit until such time as an interim pastor is called.
- C. The Elder Council will, within two weeks of the Senior Pastor's resignation, solicit nominations from the active membership, from which they will select a slate of seven (7), including the Pastoral Elder, Lay Elder, and Deacon, four (4) men and three (3) women, to be confirmed by the church, to serve as a Pastor Selection Committee until such time a new Senior Pastor is called by the church.
- D. The Elder Council will support and enable the Pastor Selection Committee in the scheduling, presentation, and voting, in view of a call, at appropriate times.
- E. A recommendation from the Senior Pastor Selection Committee will constitute a nomination. The committee shall bring to the consideration of the church only one name at a time. In a Special Meeting of PBC, a three-fourths (3/4) affirmative vote of the active members attending the Special Meeting where a quorum is present is required to affirm the call of a Senior Pastor.
- F. The Senior Pastor, thus elected, shall serve until the relationship is terminated by his request or the church's request.
- G. After a positive call and acceptance by the candidate, the Elder Council will work with the Pastor Selection Committee on the occasion of the new Pastor's first Sunday in the Church.

The Senior Pastor may relinquish the office of Senior Pastor by giving the church a notice of at least thirty (30) days at the time of resignation.

The church may also take action to declare the office of Senior Pastor to be vacant. Such action shall take place at a meeting called for that purpose, for which at least one week's written notice has been mailed to each church family. The meeting may be called upon the recommendation of a majority of the lay Elder Council, Personnel Committee and the Deacon Board. The vote to declare the office vacant shall be by secret ballot; an affirmative vote of two-thirds of the members voting being necessary to declare the office vacant. Except in instances of gross misconduct by the Senior Pastor so excluded from office, the church will compensate the Senior Pastor with not less than one-twelfth of his total annual compensation. The termination shall be immediate and the compensation shall be rendered in not more than thirty (30) days.

Upon the announcement of the Senior Pastor's intention to retire, the Senior Pastor may request a vote of the Church to adopt a Pastoral Transition Plan, which would allow the Senior Pastor to remain in the position of Senior Pastor during the Senior Pastor Selection Process, and for a period of up to three months after a new Senior Pastor is called by the Church and begins to serve. After the Senior Pastor's announcement of intent to retire, and the Church approval of a Pastoral Transition Plan, the Senior Pastor Selection Process shall begin as set forth in Section 2. After the new Senior Pastor has accepted the call by the Church, the retiring Senior Pastor may serve with him simultaneously for a period of up to 3 months, at the discretion of the newly called Senior Pastor, during which time the newly called Senior Pastor shall serve as Pastor. Upon the retirement of the Senior Pastor, the newly called Senior Pastor shall then assume the position of Senior Pastor of PBC. If, after the Senior Pastor announces his intention to retire, the Church votes against adopting a Pastoral Transition Plan or if the Church has not called a new Senior Pastor prior to the date of the Senior Pastor's retirement, the selection process for filling the vacancy of the Senior Pastor will begin immediately following the retirement of the Senior Pastor as set forth in these Bylaws.

Section 3. PASTORAL AND MINISTERIAL STAFF. Other Pastoral and Ministerial Staff shall be called and employed as the church determines the need for such positions. A job description for the Pastoral and Ministerial Staff positions shall be written, maintained and updated as necessary by the Personnel Committee. Pastoral and Ministerial Staff, for whom the church recognizes evidence of a personal call of God to minister, shall be recommended to the church by the Elder Council, except as otherwise provided herein. At the time of resignation, written notice of at least two weeks shall be given to the church. The church may vote to vacate such positions upon recommendation of the Elder Council and the Deacon Board, such termination being immediate and the compensation conditions being the same as for the Senior Pastor except that the amount shall relate to the individual's compensation.

Section 4. MINISTRY SUPPORT STAFF. Other ministry support staff shall be employed as the church determines a need for their services. The church Personnel Committee shall have the authority to employ and to terminate services of Support Staff, except where otherwise stated in these bylaws. Such employment and termination of services shall be with the recommendation of the supervising staff member and, as appropriate, with the consultation of related committees of the church.

ARTICLE IX
RECEIPT, INVESTMENT, AND DISBURSEMENT OF FUNDS

Section 1. RECEIPT OF MONEY. PBC shall receive all monies or other properties transferred to it for the purposes that are consistent with God's Word. The Elder Council and Finance Committee shall determine whether to accept such money or property.

Section 2. MANAGEMENT OF FUNDS. The Elder Council and Finance Committee shall manage and distribute any funds or property only for the benefit of PBC consistent with the expressed purposes of PBC.

Section 3. REVIEW OF FINANCIAL MATTERS. The Elder Council and Finance Committee shall require that an annual review of PBC's financial records be conducted by an independent accounting firm.

Section 4. CONFLICT OF INTEREST. Any person receiving compensation directly or indirectly from PBC shall not be in a position to determine the nature or amount of such compensation or remuneration.

ARTICLE X
RECORDS AND REPORTS

Section 1. RECORDS. PBC shall maintain adequate and correct accounts, books and records of its business and properties. All such books, records and accounts shall be kept at its principal place of business in Boone, North Carolina. The adequacy and accuracy of the books and records shall be overseen by the Elder Council. The location of the principal place of business of PBC may be changed from time to time as determined by the Elder Council.

Section 2. INSPECTION OF BOOKS AND RECORDS. Every member shall have the absolute right, at any reasonable time, to inspect all books, records, documents of every kind (with the exception of personnel records, contribution records, and other records the Elder Council determines to be sensitive) and the physical properties of PBC. The Elder Council, if necessary to maintain good order, may restrict and limit the number of inspections or establish an orderly manner for such to be conducted. But in no event shall a reasonable inspection of the books and records be denied to a member, except as set forth above.

Section 3. DISSOLUTION. Upon dissolution of PBC, the Elder Council with the congregation shall cause the assets herein to be distributed to another Southern Baptist church within Watauga County, North Carolina.

ARTICLE XI AMENDMENTS

Section 1. AMENDMENT PROCESS. These Bylaws may be amended and new and additional Bylaws may be made at any time by the Elder Council, with affirmation of the Elder Council and the approval of the active membership, as reflected by a three-fourths (3/4) majority vote of the active members voting.

Section 2. RECORD OF AMENDMENTS. Whenever an amendment or new Bylaw is adopted, it shall be copied into the books and records of PBC, with the original Bylaws. If any Bylaw is repealed or amended, the fact of repeal or amendment, with the date of the meeting at which the repeal or amendment was confirmed, by PBC, shall be stated in PBC's books and records with the Bylaws and the repealed or amended provision, clearly marked