

# **NORTH METRO MINISTRIES, INC. BYLAWS**

## **AMENDED AND RESTATED AS OF APRIL 30, 2020**

### **Ecclesiastical and Civil Governance**

The government of North Metro Ministries, Inc. a/k/a North Metro Church (hereafter North Metro Church or NMC) is established and headed by Jesus Christ, our God, Savior, King, and Lord. The church is first and foremost an ecclesiastical body of believers, the supreme governing document of which is the Bible. North Metro Church is secondarily a civil corporation, the governance of which is established by its Articles of Incorporation and these Bylaws. The Articles and Bylaws, however, are subordinate to the Bible and must be interpreted in light of the Scriptures.

### **Statement of Faith**

Through our relationship with Christ, we are healed, renewed, redeemed, forgiven, transformed, and loved. It's our passion to share this faith and hope with the world.

### **The Bible**

The Bible is God's Word to us. It was written by human authors under the supernatural guidance of the Holy Spirit. It is the supreme source of truth for Christian faith and living. It is the final authority on all matters on which it bears. Because it is inspired by God, the Bible is the truth without any mixture of error.

II Timothy 3:16; II Peter 2:1, 20, 21; II Timothy 1:13; Psalm 119:105

### **God**

God is the Creator and Ruler of the universe. There is one true Holy God, eternally existing in three persons – Father, Son, and Holy Spirit. These three are co-equal and equally possess all the attributes of deity and characteristics of personality. In the beginning, God created out of nothing the world and all the things therein.

Genesis 1:1, 26, 27, 3:22; Psalm 90:2; Matthew 28:19; 1 Peter 1:2; 2 Corinthians 13:14

### **Jesus Christ**

Jesus Christ is God's eternal son. He is co-equal with the Father. As true God and true man, He allowed Himself to be born of a virgin, lived a sinless human life, and voluntarily offered Himself as the perfect sacrifice for our sins by dying on a cross as our substitute. He arose from the dead after three days to demonstrate His power over sin and death. He ascended to Heaven and will return again some day to earth to reign as King of kings, and Lord of lords.

Matthew 1:22-23; Isaiah 9:6; John 1:1-5, 14:10-30; Hebrews 4:14-15; I Corinthians 15:3-4; Romans 1:3-4; Acts 1:9-11; I Timothy 6:14-15; Titus 2:13

### **The Holy Spirit**

The Holy Spirit is co-equal with the Father and the Son of God. He is present in the world to make men and women aware of their need for Jesus Christ. He also lives in every Christian from the moment of salvation. He provides the Christian with power for living, understanding of Scriptural truth, and guidance in doing what is right. At the point of salvation, He uniquely gives to every Christian a spiritual gift that is to be used for the building up of the Body of Christ – the Church. As Christians, we seek to live under His control daily, to exhibit Christ-like character, and to bear fruit to the glory of the Father. 2 Corinthians 3:17; John 16:17; John 16:7-13, 14:16-17; Acts 1:8; 1 Corinthians 2:12, 3:16; Ephesians 1:13, 5:17-21; Galatians 5:25

## **Human Beings**

Human beings were created in God's image but rebelled against God through disobedience. This rebellion resulted in all human beings being marred by an attitude of disobedience toward God called "sin." This attitude separates all people from God and renders them incapable of pleasing God on their own merit or saving themselves. Genesis 1:27; Psalm 8:3-6; Isaiah 53:6; Romans 3:23; Isaiah 59:1-2

## **Salvation**

Salvation is God's free gift to us. We can never make up for our sins by self-improvement or good works. Only by trusting in Jesus Christ as God's offer of forgiveness can anyone be saved from sin's penalty. When we turn from our self-ruled life to Jesus Christ in faith, trusting in Him alone for forgiveness of our sins, we are saved. Eternal life begins the moment one transfers their trust from themselves to Christ for forgiveness of their sins. Salvation is maintained by the grace and power of God, and when God has begun a saving work in the heart of any person, He promises to continue performing it until the day of its full consummation. We are involved in this process by choosing to follow Christ, trust Him, and obey Him.

Romans 6:23; Ephesians 2:8-9; John 14:6, 1:12; Titus 3:5; Galatians 3:26; Romans 5:1-8; Philippians 1:6, 2:12-13; John 10:29-30; II Timothy 1:12; Hebrews 7:25; I Peter 1:3-5

## **Eternity**

People were created to exist forever. Death seals the eternal destiny of each person. We will either exist eternally separated from God by sin or eternally with God through forgiveness and salvation.

John 3:16, 2:25, 5:11-13; Romans 6:23; Revelation 20:15; Hebrews 9:27; Matthew 18:8, 25:44-46

## **The Church**

The Church is the living body of Christ on earth and at the point of salvation a person becomes a member of Christ's body. Christ is the head of the Church and the source of its life. The Body is comprised of those who acknowledge Jesus Christ as Savior and Lord. The Church exists to display a passion for Jesus Christ, to demonstrate a compassion for people, to develop fully-devoted followers of Jesus Christ, and to declare God's love to people who do not yet know Jesus Christ.

Colossians 1:18; Ephesians 2:19-22, 5:23-24; Acts 2:41-47; Matthew 16:15-18;  
Colossians 3:21; Revelation 4:11; Ephesians 4:11-13; Matthew 22:36-40, 28:19-20;  
Romans 12:3-16; I Corinthians 12:4-12; Acts 1:8

## **Leadership and Governance**

North Metro Church has adopted the principle of a plurality of leadership, rather than a single pastoral model. Our leadership team, consisting of the Council of Elders, the Board of Advisors, and the Church Staff, works together to lead the church in pursuit of our purpose and ministry objectives. These three groups work together as follows: All the activities of the church are carried out under the protection of the Council of Elders. The church ministries are supported with advice regarding the allocation of financial, facilities and personnel resources as determined by the Board of Advisors. The church staff directs the ministries and day-to-day activities of NMC with overall leadership provided by an executive team established by the Lead Pastor and affirmed by the Council of Elders. Thus, NMC Governance set forth in these bylaws is a three-level ecclesiastical body, the powers and duties of which are derived from the authority of Jesus Christ and the Bible. The acts and functions of each level of government shall be presumed to be ecclesiastical unless explicitly required for civil purposes (e.g. authorizing the purchase of real estate). The three levels shall consist of the following:

## **Council of Elders**

- Duties and Responsibilities: The Council of Elders are charged with serving as the final interpretive authority as to the Bible's meaning and application for NMC:
  - Ensuring that NMC, first and foremost, is true to Scripture; that its vision and values are protected, its Family Members are being appropriately shepherded and are being fed through inspired, accurate biblical teaching; its staff are supported, encouraged and the life of the church is being well managed with the assistance of other competent and godly leaders.
  - Prayerfully setting the vision and strategic direction of NMC.
  - Caring about the spiritual and physical well-being of NMC Family members, particularly being ready, willing and able to pray for the sick.
  - When present, all Elders will also participate as members of the prayer team at large group services, making themselves available for prayer and being generally accessible to NMC Family members.
  - Guarding NMC against harmful influences.
  - Confronting those who are contradicting biblical truth or who are continuing in patterns of sinful behavior.
  - Closing potential entrances for Satan, so that the truth of Christ will remain credible to both the NMC Family and the community.
- Authority: Under the headship of Jesus Christ, the Council of Elders will provide pastoral leadership, spiritual oversight and protection of NMC. The Council of Elders shall constitute the Board of Directors and or Members as originally described in Articles III, VII and VIII of the Articles of Incorporation, but shall be referred to as Elders or Council of Elders elsewhere in these bylaws.

**Number:** The Council of Elders will be composed of up to twelve (12) men in addition to Lead Pastor, in active status. The number of Elders may be increased or decreased from time to time by amending these Bylaws. However, the Council of Elders will always be composed of no fewer than eight (8) men.

**Qualifications:** Through the selection process outlined in these Bylaws, Elders will be men who agree and live a life consistent with NMC's Statement of "Our Beliefs", meet the qualifications of an Elder described in I Timothy 3:2-7 and Titus 1:6-9 and exhibit Christ-like leadership as follows:

- Above reproach – Elders must lead by example and demonstrate a lifestyle free from patterns of sin
- Husband of one wife – Elders and their families are to be role models for the congregation. They shall further concur that God created and sanctioned marriage to bring together men and women, the complementary halves of humanity, by joining them in "one-flesh" unions (Gen 2:18-25) and that marriage is solely between one man and one woman and is intended to be for life; and that this uniquely reflects Christ's relationship with His Church. (Eph 5:21-33.) Candidates who have been divorced may be considered for service as an Elder after a thorough evaluation and examination.
- Temperate – Elders must be self-controlled, enslaved to nothing, free from excesses.
- Prudent – Elders must be sober, sensible, wise, balanced in judgment, not given to quick, superficial decisions based on immature thinking.
- Respectable – Elders must demonstrate a well-ordered life and honorable behavior.
- Hospitable – Elders must be unselfish with their personal resources. They must be willing to share blessings with others.
- Able to teach – Elders must be able to communicate truth and sound doctrine in a way that is not argumentative.
- Not addicted to wine – Elders must be free from any form of addiction and willing to limit their liberty for the sake of others.
- Not pugnacious or quick-tempered – Elders must be gentle, patient, and able to exercise self-control in difficult situations.
- Uncontentious – Elders must not be given to quarreling or selfish argumentation.
- Free from the love of money – Elders must not be stingy, greedy, out for sordid gain, or preoccupied with amassing material things. Elders are expected to support the work of the church through systematic, regular giving (i.e., tithing).
- Manage own household – Elders must have a well-ordered household and a healthy family life.
- Not a new convert – Elders must not be new believers. They must have been Christians for a long period of time and have a Good reputation with outsiders – Elders must be well-respected by unbelievers and free from hypocrisy.
- Not self-willed – Elders must not be stubborn, prone to force opinions on others, or abuse authority. They must be servants.

- Loving what is good – Elders must desire the will of God in every decision.
- Just – Elders must desire to be fair and impartial. Their judgments must be based on scriptural principle.
- Devout – Elders must be devoted Christ followers seeking to be conformed to His image. They must be committed to prayer, worship, the study of Scripture, and the guarding of their own walk.
- Holding fast the faithful Word – Elders must be stable in the faith, obedient to the Word of God, and continually seeking to be controlled by the Holy Spirit.
- Baptism - Elders must have made a public declaration of faith in Jesus Christ by water baptism.
- NMC Family Commitment - Elders shall have been fully engaged in the NMC Family for an extended period of time and must have signed and be in agreement with the North Metro Church Family Commitment.

Selection: Annually, due to the expiration of terms, the following process will be used for the replenishment of the Council of Elders to the desired full complement of 12 members:

- The existing Elders (or all Active and Inactive Elders if the number of Elders has dropped below 8 for any reason) will appoint a vetting committee consisting of at least three Elders (that shall not include the Lead Pastor) and provide them with a list of potential candidates believed to meet the above Qualifications.
- The vetting committee will further assess their Qualifications before any potential candidate is contacted.
- Candidates will be urged to engage in self-appraisal and personal evaluation in light of the scriptural qualifications. Any man may withdraw his name at that point if he does not aspire to the position of Elder or if he does not believe he adequately meets the above Qualifications.
- Candidates will be required to complete an Elder Application and submit it to the vetting committee.
- The vetting committee will review the candidates' Elder Applications and will conduct interviews with each candidate.
- After prayerfully considering each candidates' Qualifications, the vetting committee will make final recommendations to the Council of Elders.
- The Council of Elders (or all Active and Inactive Elders if the number of Elders has dropped below 8 for any reason) will review the candidates and make a final selection. The Council of Elders will also give candidates not selected at this point reason as to why they were not selected.
- The NMC Family will be informed about the biblical qualifications for Elders and their scriptural role.
- The names of the prospective Elders will be brought before the NMC Family, who will be given 30 days to show cause why any one of the prospective Elders would not be qualified to serve. Consistent with Matthew 18:15 and Matthew 5:24, any NMC Family members with such "cause" must first express his or her concern to the prospective Elder, and then must also express his or her concern to the Council of Elders for consideration.

- Following the 30-day period, and in the absence of any issues developing, the prospective Elders and the NMC Family will be informed their service will begin.

Regular Meetings: Regular meetings of the Council of Elders will be held at times and places decided by the Elders.

Decision-making: Two-thirds of the total number of Elders on the Council of Elders will constitute a quorum for the purpose of conducting official business. A vote of three-quarters of all Elders present is required to make official decisions. All decisions are intended to be made with a spirit of unity. In the event the total number of Elders drops below 8, then the new Elders to be selected to restore the number of Elders to 8 shall be selected through the above selection process except the vote shall include all Active and Inactive Elders as defined below.

Removal: An Elder may resign at any time. The Council of Elders may remove any Elder from office at any time, with or without cause, by a three-quarters vote of all the other current members (exclusive of the Lead Pastor) of the Council of Elders. The Lead Pastor shall not cast a vote on the removal of an Elder. An Elder may also take a brief sabbatical from active service.

Term: Members of the Council of Elders are subject to the following term limits.

- Elders will serve a term consisting of four (4) consecutive years, which as much as is practicable shall commence at the beginning of NMC's fiscal year.
- Upon completion of term, Elders will take a minimum one-year sabbatical before the potential of being considered for another term.
- Depending on the needs of the church each Elder whose term is expiring may be asked to extend their current four (4) year term by one (1) year.
- The extension would be at the request of the current active Elders and must be approved by unanimous consent of all active Elders.
- The term inactive Elder refers to someone who has previously served as an Elder who continues to attend and actively participates in the ministries of the NMC Family. At the beginning of each fiscal year, the Executive Pastor shall present a list of Inactive Elders to the Council of Elders for approval to establish eligibility for any voting that is required.

Elder Roles: The Council of Elders may organize itself into roles with the expectation that the Elders will rotate through the roles from time to time. Roles are assigned and committed to annually. The suggested specific roles are as follows, but can be amended as needs arise or change:

- Recruiting (1) – Spearhead and coordinate recruiting efforts for new Elders.
- Prayer (1) – Coordinate prayer needs within the body
- Secretary (1) – Responsible for meeting minutes and reminders.
- Finance (1) – Participate as Elder counsel to Finance Team. This role would also be a member of the Board.
- Personnel (1) – Participate as Elder counsel to Personnel Team. This role would also be a member of the Board.
- Lead Pastor Advisors (2) – These two Elders would share the responsibility as specific counsel to the Lead Pastor.

- At-Large (2-5) – Typically new Elders during the first year of their term and will serve where needed and on special projects.

Lead Pastor: . The Lead Pastor will serve on the Council of Elders, as first among equals, leading the Elders in pursuit of the purpose, vision and mission of the church. The Lead Pastor serves with the Elders in protecting the church, and under the authority of the Elders for accountability. The Council of Elders will provide support and protection for the Lead Pastor. The Lead Pastor, as the ranking member of the Church Staff, is an employee at will under the laws of the State of Georgia. The Council of Elders will also bear ultimate responsibility for the selection of the Lead Pastor when a vacancy occurs. In the event of such vacancy the Elders will implement an interim executive leadership structure and a Lead Pastor search protocol that provides opportunities for input from the Board of Advisors and Pastoral Staff. The Council of Elders may remove the Lead Pastor from his office as an Elder and terminate his employment as a Church Staff member at any time by a three-quarters vote of all the other current members (exclusive of the Lead Pastor) of the Council of Elders.

Executive Pastor (XP): While not an Elder, an XP shall support the Council of Elders, attending its meetings, prepare its agenda with input from the Lead Pastor or any Elder, and memorialize the action taken by the Elders or otherwise prepare minutes of their meetings under the direct oversight of the Lead Pastor and Council of Elders.

## **Board of Advisors (BOA)**

Purpose: The Board of Advisors support the church ministries with advice regarding the allocation of financial, facilities and personnel resources under the following guidelines:

- Duties & Responsibilities: The Board of Advisors are entrusted with the oversight of stewardship and matters that require resourcing, including but not limited to the financial affairs of the church, personnel, and care and maintenance of all tangible and intangible property. The XP shall present an annual operating and capital budget consistent with the strategic direction established by the Council of Elders and obtain the advice and consent of the Board of Advisors. The Elders have established that NMC shall not encumber NMC's real property in any form but NMC may assume financial obligations not exceeding the sum of 5% of NMC's annual operating budget and for no term beyond two fiscal years. Further, the Board of Advisors shall provide advice and consent for any acquisition or improvement of real property, contracts and/or other assumption of financial obligations within those parameters. The Board of Advisors may establish on going or ad hoc committees subject to the Board of Advisors advice and consent to assist in matters of personnel, resourcing and support.

Qualifications: Members of the Board of Advisors are expected to be excellent examples of Christ-like leadership and agree and live a life consistent with NMC's Statements of "Our Beliefs".

- NMC Family Commitment - Elders shall have been fully engaged in the NMC Family for an extended period of time and must have signed and be in agreement with the North Metro Church Family Commitment.

Selection: As members of the Board of Advisors terms expire and the need for new Board Members arises the following process will be used:

- The existing Board of Advisors will appoint a vetting committee consisting of at least three current Advisors and provide them with a list of potential candidates.
  - The vetting committee will review the qualifications for the Board of Advisors and solicit nominations of qualified candidates from current church leadership and the church.
  - The vetting committee will present a list of potential candidates to the Board of Advisors for discussion before any potential candidate is contacted.
  - Candidates will be urged to engage in self-appraisal and personal evaluation in light of the scriptural qualifications. Anyone may withdraw their name at that point if they do not aspire to the position of Advisor (see I Timothy 3:1) or if they do not believe they adequately meet the qualifications.
  - Candidates will be required to complete an NMC Leadership Application and submit it to the nominating committee.
  - The nominating committee will review the candidates' Applications and will conduct interviews with each candidate. The nominating committee may also ask other current Advisors to join in these meetings.
  - Candidates will be also be vetted based on their obedience regarding their service to NMC with their time and financial resources.
  - After prayerfully considering each candidate, the nominating committee will make final recommendations to the full Board of Advisors.
  - The Board of Advisors will review the candidates and make a final selection. The nominating committee will also give candidates not selected at this point reason as to why they were not selected.
  - The names of the prospective Advisors will be brought before the active NMC Family members of the church, who will be given 30 days to show cause why any one of the prospective Advisor would not be qualified to serve. Consistent with Matthew 18:15 and Matthew 5:24, any NMC Family members with such "cause" must first express his or her concern to the prospective Advisor, and then must also express his or her concern to the Board of Advisors for consideration.
  - Following the 30-day period, and in the absence of any issues developing, the prospective Advisors will be informed their service can begin.
- Number: The Board of Advisors will be comprised of up to twelve (12) members, but no fewer than nine (9). Members may include up to four (4) Elders. The remaining members shall be selected from the Family Members of NMC.
  - Decision-making: Two-thirds of the total number of Advisors on the Board of Advisors will constitute a quorum for the purpose of conducting official business. A vote of three-quarters of all Advisors present is required to make official decisions.

- Terms: Non-Elder Advisors will serve three-year terms and may serve additional terms after rotating off the active Board for at least one year.
- Removal: An Advisor may resign at any time. The Council of Elders may remove any Advisor from office at any time, with or without cause, by a three-quarters vote of all the current members of the Council of Elders.
- Executive Pastor: The XP is a member of the Board of Advisors and may be charged to lead and facilitate the Board of Advisors under the direct oversight of the Lead Pastor and Council of Elders.

## Church Staff

- Lead Pastor and Executive Pastor: The Lead Pastor, in addition to his role and responsibility as an Elder, as the ranking member of the Church Staff, will have responsibility for teaching and providing strategic leadership and vision to other pastors, the staff and the church. The Executive Pastor will serve the Lead Pastor in the operational affairs of NMC and shall serve as the ranking member of the Church Staff in the absence of the Lead Pastor.
- Qualifications: Church Staff members are expected to be excellent examples of Christ-like leadership and agree and live a life consistent with NMC's Statements of "Our Beliefs" ..
- Pastoral Staff: The Lead Pastor will lead the Pastoral Staff. He will be responsible for leadership and management of all Pastoral Staff, with the advice and consent of the Council of Elders. Pastoral Staff will share responsibility for teaching and leading ministry.
- Support Staff: Under the overarching leadership of the Lead Pastor and Elders, Pastoral Staff will lead their support staff.
- Church Staff Status and Employment Manual: All NMC Church Staff members are employees at will under the laws of the state of Georgia. All NMC Church Staff members shall be provided a copy of the NMC Employment Manual and enjoy its benefits and abide by its terms.

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