

**BYLAWS OF
THE NORTHSIDE BAPTIST CHURCH
OF CHARLOTTE, NORTH CAROLINA, INC.**

The Northside Baptist Church of Charlotte, North Carolina, Inc. is a non-profit, religious, educational, and charitable corporation without capital stock incorporated under the laws of the State of North Carolina.

ARTICLE 1 - NAME AND PURPOSE

The name of this corporation shall be The Northside Baptist Church of Charlotte, North Carolina, Inc.

This corporation is organized as a church exclusively for charitable, religious, and educational purposes within the meaning of Section 501 (c) (3) of the Internal Revenue Code of 1986 (or the corresponding provision of any future United States Revenue Law), including, but not limited to, for such purposes as establishing and maintaining of religious worship, the building of churches, parsonages, schools, chapels, radio stations, television stations, rescue missions, print shops, child care centers, cemeteries and camps; the evangelizing of the unsaved by the proclaiming of the Gospel of the Lord Jesus Christ; the education of believers in a manner consistent with the requirements of the Holy Scripture, both in Sunday and weekday schools of Christian education; and the maintaining of missionary activities in the United States and any foreign country.

ARTICLE 2 – COVENANT

Having been led, as we believe by the Spirit of God, to receive the Lord Jesus Christ as our Savior, (John 1:12; Eph. 2:8; II Thess. 2:13; Isa. 12:2 John 3:16; Acts 16:31) and on profession of our faith, having been baptized by immersion in the name of the Father, and of the Son, and of the Holy Spirit, (Acts 8:36-68; Matt. 28; 19; Mark 16:16; Acts 2:38; 10:48; 16:31-34).

We do now, in the presence of God, holy angels, and this assembly, most solemnly and joyfully enter into covenant with one another, as one body in Jesus Christ (I Cor. 12:14-27; Rom. 12:4-8; Psa. 34:15).

It is our desire to the best of our ability, our Christian conscience and by the aid of the Holy Spirit:

To walk together in Christian love (I Cor. 1:10; Rom. 15:5-6; II Cor. 3:5; Amos 3:3; I John 2:10).

To strive for the advancement of this church in knowledge, holiness and comfort (Heb. 10:24; Gal. 5:13; I Sam. 12:23; James 5:16; II Pet. 3:18).

To promote its prosperity and spirituality (I Thess. 5:14; Matt. 16:17; I Cor. 15:2; To sustain its worship, ordinances, discipline and doctrines (Heb. 10:25; Acts 2:42; Rom. 6:13-14; I Pet. 2:9; Matt. 18:15-17; II Thess. 3:14-15).

To give it a sacred preeminence over all institutions of human origin.

To contribute cheerfully and regularly to the support of the ministry, the expenses of the

church, the relief of the poor, and the spread of the Gospel through all nations (II Cor. 8:14; 9:7; I Thess. 5:14; Mal. 3:10; Heb. 13:7; Gal. 6:6; 10; Luke 10:7).

To maintain family and private devotions (II Cor. 8:5; Matt. 6:6; 7:7; Luke 18:1 I Tim. 2:8)

To religiously educate our children (Eph. 6:4; Duet. 6:7-12; II Tim. 3:15; Prov. 22:6).

To seek the salvation of our relatives, acquaintances and all others Eph. 5:8-11; Matt. 28:19-20; Rom. 9:3).

To walk circumspectly in the world (Eph. 4:1-3; I Thess. 5:15; I John 2:15; Col. 3:17).

To be just in all our dealings, faithful to our engagements and exemplary in our deportment (I Pet. 2:12; Heb. 13:21; Phil. 3:16-18).

To avoid all gossiping, backbiting and excessive anger (Matt. 12:36; Prov. 26:20; Rom. 1:30; Eph. 4:26,29,31).

To abstain from worldly amusements. To live in a manner that never brings shame or reproach on the name of Jesus Christ.

To be free from all oath-bound secret societies and partnerships with unbelievers.

To treat our bodies, as temples of the Holy Spirit, with respect, and to encourage abstinence from the use of tobacco in any form, illegal drugs, intoxicating drink as a beverage and the non-medical use of drugs (Prov. 20:1; 23:29-32; Eph. 5:18; I Thess. 5:22; I Cor. 6:19-20; 10:31).

To be zealous in our efforts to advance the work of our Savior (John 15:16; I Cor. 15:58; II Cor. 5:20).

To watch over one another in brotherly love (Gal. 6:2; Rom. 14:7; II Thess. 3:14-15; Phil. 2:3-4).

To remember each other in prayer (Heb. 13:18; Eph. 6:18).

To aid each other in sickness and distress (Rom. 12-13; 15; Phil. 4:16).

To cultivate Christian sympathy in feeling and courtesy of speech (I John 3:17-18; James 3:9, 10, 13; Col. 3:17; 4:6)

To be slow to take offense, but always ready for reconciliation, and mindful of the commandments of our Savior, to secure reconciliation without delay (I Cor. 6:7; Matt. 18:15, 21-22; Rom. 14:19).

We moreover plan 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 (Acts 9:19; 18:27; Rom. 16:1-2; Heb. 10:25; Gal. 1:9).

ARTICLE 3 – DOCTRINE

Section 1. The Bible

We believe that the sixty-six books of the Bible are the inspired Word of God in the original autographs (1), that it was written by men controlled by the Holy Spirit (2), and therefore without error. It is the final authority in all matters of faith and practice.

(1) II Tim. 3:16-17 (2) II Pet. 1:20-21

Section 2. The Trinity

We believe in the Trinity of the Godhead; there is one God (1) eternally existing in three equal but distinct persons; Father, Son, and Holy Spirit (2).

(1) Deut. 6:4 (2) Matt. 28:18-19; II Cor. 13:14

Section 3. God the Father

We believe in God, the Father, and rejoice that He concerns Himself mercifully in the affairs of men (1), that He hears and answers prayer (2), and that He saves from sin and eternal damnation all who come to Him through Jesus Christ (3). We believe He has a paternal relationship to believers only (4).

(1) Dan. 2:21; 4:17 (2) John 15:16 (3) John 6:44; 3:16,18 (4) Rom. 8:15; John 8:41-44

Section 4. God the Son

We believe in Jesus Christ, God's only begotten Son (1), born of a virgin (2), sinless in His life (3), who atoned for the sins of the world by His death, burial, and bodily resurrection (4). We believe in His ascension into Heaven (5), His perpetual intercession for His people (6), His personal coming in the air for His church (7), and His return to earth at the close of the tribulation to establish his millennial kingdom (8)

(1) John 3:16 (2) Matt. 1:23 (3) I Pet. 2:21-22 (4) I Cor. 15:3-4 (5) Acts 1:9 (6) Heb. 7:25 (7) I Thess. 4:13-18 (8) Rev. 19:11-16; Rev. 3:10

Section 5. God the Holy Spirit

We believe in the personality and deity of the Holy Spirit (1) who convicts (2), regenerates (3), baptizes (4), indwells (5), seals (6) and fills (7). We believe Spirit baptism takes place at the time of regeneration (8) and that the filling of the Spirit is manifested by the fruits of the Spirit rather than by any specific spiritual gift (9).

(1) Acts 5:3-4 (2) John 16:8-11, 14:26 (3) Titus 3:5 (4) I Cor. 12:12-13 (5) I Cor. 6:19-20 (6) Eph. 1:13 (7) Acts 4:31; Eph. 5 (8) Acts 10:44-47, 11:16 (9) Gal. 5:16; Acts 4:31

Section 6. Creation

We accept the Genesis account of creation, and believe that man came into being by direct creation of God, and not by evolution (1).

(1) Gen. 1 & 2; Col. 1:16; John 1:3).

Section 7. Spirit Beings

We believe that God created an innumerable company of sinless angels (1). One of these, though created holy by God sinned through pride thereby becoming Satan, the Devil, the enemy of his Creator, leading a host of angels in rebellion against God (2). He became the god of this age and the ruler of all the powers of darkness and is destined to the judgment of an eternal punishment in the lake of fire (3).

(1) Col. 1:16; Heb. 12:22 (2) Ezek. 28:12-17; Rev. 12:7-9 (3) II Cor. 4:3-4; Eph. 2:22; Rev. 20:10; Eph. 2:22; Matt. 25:41

Section 8. Mankind

We believe that all men are sinners by nature (1) and under the condemnation of God (2). The only remedy for this condition is Holy Spirit regeneration through faith in the shed blood of Jesus Christ as payment for one's sins (3). We believe regeneration is the irrevocable act of God, thus securing the believer for all eternity (4). We believe the Bible does not teach that God created any person for the purpose of condemnation (5).

(1) Eph. 2:3; Rom. 3:9-20; 5:12 (2) John 3:18, 36 (3) I Pet. 1:18-22; John 3:8, 14; Heb. 9:22 Rom. 8:35-39; John 10:28-29 (5) John 3:16; II Pet. 3:9

Section 9. Final Destinies

We believe that the souls of believers in Christ do at death immediately pass into His presence (1) and there remain until the resurrection of the body at the rapture when soul and body reunited shall stand before Christ to be judged of their Christian works for the giving of rewards, and they shall then be associated with Christ forever in glory (2). The

souls of unbelievers remain after death in burning Hell until the final resurrection at the end of the millennium for judgment; the result of this judgment will be that all will be cast into the lake of fire, not to be annihilated, but to be punished with everlasting separation from the presence of the Lord and from the glory of His power (3).

(1) II Cor. 5:6; Phil. 1:23 (2) II Cor. 5:10; I Cor. 3:11-15; I Thess. 4:13-18 (3) Luke 16:19-20; II Thess. 1:6-9; Rev. 20:11-15

Section 10. The Church

We believe in the Church (1), a living spiritual body, of which Christ is the head (2) and of which all regenerated people are members (3). We believe that a local church is a company of believers in Jesus Christ (4), baptized by immersion after an acceptable confession of faith (5) associated for worship, work and fellowship (6), and having two offices, pastor and deacon (7). We believe that to these visible churches were committed, for observance throughout the church age, the ordinances of baptism by immersion, the Lord's Supper (8), and that God has laid upon these churches the task of witnessing to a lost world to accept Jesus Christ as Savior (9), and of building up the saints in the faith once for all delivered (10).

(1) Matt. 16:18 (2) Eph. 1:22; Col. 1:16; Eph. 4:15. 5:23 (3) I Cor. 12:12-13; Eph. 5:30(4) Acts 2:41-42; (5) Acts 10:47-48 (6) Acts 2:42; Heb. 10:25; (7) Phil. 1:1; (8) Matt. 26:16-20; Rom. 11:23-26 (9) Acts 1:6; Matt. 26:16-20 (10) Eph. 4:7. 11-16; Jude 3

Section 11. Separation

We believe that separation is a doctrine as well as a practice and that the separation principle runs through the Bible from Genesis to Revelation. We believe that true spiritual fellowship is the result of a common faith and practice. We believe there are four aspects of Biblical separation.

Political separation- the separation of the local church from the state

Personal separation- the separation of the believer from worldly pursuits that are in opposition to serving God. (Josh. 24:15; Eph. 5:15-18; I John 2:15-17; II Cor. 6:14-7:1; Titus 3:10; John 10,11)

Ecclesiastical separation- the separation of the church from apostasy. Each local church is independent and autonomous and must be free from interference by any other ecclesiastical authority. We believe we are to reprove apostates rather than recognize them to rebuke rather than to reason with them, to reject rather than to receive or unite with them. This includes but is not limited to the World and National Council of Churches and the Baptist World Alliance. (II Cor. 6:14-17; II John 10-11; II Tim. 4:2-4).

Practical separation- the separation of the believer from an erring brother. We believe that we must separate from those who continue in disobedience to the Word of God, but with a desire for, and a goal toward, restoration of the believer to full fellowship. (II Thess. 3:6,14,15; Rom. 16:17; I Cor. 5:11)

Section 12. Human Sexuality.

We believe that God has commanded that no intimate sexual activity be engaged in outside of a marriage between a man and a woman. We believe that any form of homosexuality, lesbianism, bisexuality, bestiality, incest, fornication, adultery and pornography are sinful perversions of God's gift of sex. We believe that God disapproves of and forbids any attempt to alter one's gender by surgery or appearance. (Gen. 2:24; Gen. 19:5, 13; Gen. 26:8-9; Lev. 18:1-30; Rom. 1:26-29; I Cor. 5:1; 6:9; I Thess. 4:1-8; Heb. 13:4; Rom. 7:2; I Cor. 7:10; Eph. 5:22-23)

We believe that the only legitimate marriage is the joining of one man and one woman. (Gen. 2:24; Rom. 7:2 I Cor. 7:10, Eph. 5:22-23).

We believe that men and women are spiritually equal in position before God, but that God has ordained distinct and separate spiritual functions for men and women in the home and the church. The husband is to be the leader of the home and men are to be the leaders of the church. Accordingly, only men are eligible for licensure and ordination by the church. (Gal. 3:28; Col. 3:18; I Tim. 2:8-15; 3:4-5, 12).

We believe that the only Scriptural marriage is the joining of one naturally-born man and one naturally-born woman. (Gen. 2:24; Rom. 7:2; 1 Cor. 7:10; Eph. 5:22-23)

Section 13. Divorce and Remarriage.

We believe that God hates divorce and intends marriage to last until one of the spouses dies. Divorce and remarriage is regarded as adultery except on the grounds of fornication. Although divorced and remarried persons or divorced persons or persons marrying divorced persons may hold positions of service in the church and be greatly used of God for Christian service, they may not be considered for the offices of senior pastor, pastoral staff or deacon. A pastor or deacon may not be considered for office if they have married a divorced wife. (Mal. 2:14-17; Matt. 19:3-12; Rom. 7:1-3; I Tim. 3:2, 12 Titus 1:6).

Section 14. Abortion.

We believe that human life begins at conception and that the unborn child is a living human being. Abortion constitutes the unjustified, unexcused taking of unborn human life. Abortion is murder. (Job 3:16; Psa. 51:5; 139:14-16; Isa. 44:24; 49:1,5; Jer. 1:5; 20:15-18; Luke 1:44).

Section 15. Missions.

We believe that God has given the church a great commission to proclaim the Gospel to all nations so that there might be a great multitude from every nation, tribe, ethnic group, and language group who believe on the Lord Jesus Christ. As ambassadors of Christ we must use all available means to go to the foreign nations and not wait for them to come to us. (Matt. 28:19-20; Mark 16:15; Luke 24:46-48; John 20:21; Acts 1:8; 2 Cor. 5:20).

Section 16. Lawsuits between Believers.

We believe that Christians should not bring civil lawsuits against other Christians or the church to resolve personal disputes. We believe the church possesses all the resources necessary to resolve personal disputes between members. We do believe, however, that a Christian may seek compensation for injuries from another Christian's insurance company as long as the claim is pursued without malice or slander (I Cor. 6:1-8; Eph. 4:31-32).

Section 17. Giving

We believe that every Christian, as a steward of that portion of God's wealth entrusted to him, is obligated to support his local church financially. We believe that God has established the tithe as a basis for giving, but that every Christian should also give other offerings sacrificially and cheerfully to the support of the church, the relief of those in need, and the spread of the Gospel. Although we recognize designated gifts we believe that a Christian relinquishes all rights to direct the use of the tithe or offering once the gift has been made whether the gift is designated or not. (Gen. 14:20; Prov. 3:9-10; Acts 4:34-37; I Cor. 16:2; 2 Cor. 9:6-7; Gal. 6:6; Eph. 4:28; 1 Tim. 5:17-18; I John 3:17).

Section 18. Baptism and the Lord's Supper

We believe that scriptural baptism is the immersion of a born-again believer in water to show forth in a solemn and beautiful emblem of our faith in the crucified, buried and risen Savior, with its effect in our death to sin and resurrection to new life; that it is a prerequisite to church membership. We believe that the Lord's Supper is a commemoration of His death until He comes to be participated in by baptized believers, and should always be preceded by a period of self-examination (Acts 8:36-39; John 3:23; Rom. 6: 35; Matt. 3: 16; Col. 2:12; I Cor. 11:23-28).

The foregoing statements do not exhaust the extent of our faith. The Bible itself is the sole and final source of all that we believe.

ARTICLE 4 – MEMBERSHIP

Section 1. Admission to Membership

Persons may be received into church membership in the following ways:

- a. By profession of faith and subsequent baptism by immersion;
- b. By transfer of letter from a Bible believing church of like faith and practice;
- c. By testimony of salvation and previous baptism by immersion;
- d. By restoration (for those excluded members giving evidence of repentance).

Anyone presenting themselves for membership by one of the above ways must also attend our Discover Membership Class 101 and complete the membership covenant. This class will inform all potential members of what membership means, the mission of our church, the structure and statements of purpose of our church, and our doctrinal beliefs.

All new members, age 18 and over, will receive a copy of the Articles of Faith and the Northside Bylaws at the time of membership. All other members will be mailed a copy upon reaching the age of 18. Upon reaching the age of 18, members must complete and sign the 101 membership covenant to attain the right to vote or hold office.

Section 2. Responsibilities of Membership

Christian Living. All members shall seek diligently to live in accordance with the pattern of the New Testament for believers. They attend the services regularly, pray for and support the leadership of the church, and promote the spiritual welfare of the church by their influence and example. All members shall make themselves available for service in the church in accordance with their abilities. All persons, upon coming into the membership, voluntarily subscribe to the obligations of the church covenant.

Christian Giving. Every member ought to set aside from all receipts of income, at the time of receipt, a portion, which may vary according to prosperity, for God's work on the earth, including the current expenses of this church and all objects of current benevolence.

Christian Unity. Every member must agree to be governed by the Bylaws of the church. They will endeavor to preserve the unity of the church and if at any time they find themselves opposed to the stated doctrines of this church and of Baptist distinctives, they will not seek to disrupt its fellowship, but will quietly withdraw from its membership.

Section 3. Termination of Membership.

Persons who have been removed from the membership of the church by whatever

means shall have no right to make claim to any church property and shall return any such property in their possession immediately.

Membership in this church may be terminated in any of the following ways

Death. The names of deceased members shall be removed from the membership.

Written Request for Transfer of Membership. Any member in good standing who desires to unite with another church of like faith and practice is entitled to a letter of dismissal when a written request is submitted by the church with which he or she is uniting.

Inactivity. Any member who may move from the area for permanent residence should, in keeping with the covenant, transfer his/her membership. Exceptional cases are to be agreed upon by the member and the deacons.

Request for removal. Any member may request in writing that his/her name be removed from membership of the church.

Any member who may be temporarily absent from the area for a period of three years or more is expected to report at least annually by letter his or her spiritual condition and to contribute to the support of the church, unless circumstances or financial ability make it prohibitive. Upon failure to hear from a non-resident member for a full year, a letter shall be sent inquiring about his or her status. If after the third year no reply is received the delinquent member may be dropped from membership.

Members, who do not attend any services of the church and fail to contribute to its financial support, without adequate excuse during the past six months prior to the announcement of a Business Meeting, shall become an inactive member and shall lose the right to vote or hold office. This does not apply to college students or members in the armed forces.

A member of Northside Baptist Church may not be a member of any other church within a normal commuting distance.

This church functions, not as a pure democracy, but as a body under the headship of the Lord Jesus Christ and the direction of the pastor as the under-shepherd with the counsel and approval of the deacon board. Membership in this church does not afford those individuals with any property, contract, or civil rights based on principles of the democratic government.

Determinations of the internal affairs of this church are ecclesiastical matters and shall be determined exclusively by the church's own rules and procedures. The senior pastor shall oversee and conduct all aspects of this church with the assistance, counsel and approval of the deacon board. The senior pastor and deacon board may select and approve sub committees who will report back to the deacon board their findings and recommendations.

In the event of the termination and dissolution of the corporation, the assets and property of the church shall be distributed according to the vote of the majority of attending voting members at a business meeting called for this purpose to such organization or organizations formed and operated exclusively for religious, charitable, or educational 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 United States Internal Revenue Law).

DISCIPLINE

There shall be a discipline committee consisting of the senior pastor and the deacon board. The senior pastor and deacon board may select and approve sub committees who will report back to the deacon board their findings and recommendations. These men shall have sole authority in determining heretical deviations from the statement of faith and violations of the church covenant. If the pastor or a deacon is the subject of a disciplinary matter, he shall not sit as a member of the discipline committee. He shall be entitled to the same steps as other church members and be subject to the same discipline.

(1) Members are expected to demonstrate special loyalty and concern for one another. When a member becomes aware of an offense of such magnitude that it hinders spiritual growth and testimony, he is to go alone to the offending party and seek to restore his brother. Before he goes, he should first examine himself. When he goes, he should go with a spirit of humility and have the goal of restoration.

(2) If reconciliation is not reached, a second member is to accompany the one seeking to resolve the matter. This second step should also be preceded by self-examination, and exercised in a spirit of humility with the goal of restoration.

If the matter is still unresolved after the steps outlined above have been taken, the discipline committee, as the church representatives biblically responsible for putting down murmuring, shall hear the matter.

If the matter is still unresolved such members, including pastors and deacons, who refuse to repent and be restored are to be removed from the membership of the church upon a majority vote of the membership present at a meeting called for the purpose of considering disciplinary action. Any person removed from membership will also relinquish all offices of the church.

No matter may be heard by the discipline committee or the church unless the steps outlined above in (1) and (2) have been taken, except in the case of a public offense.

If an unrepentant offending party is removed from the church membership, all contact with him (except from family members) from that point forward must be for the sake of restoration.

The procedures provided in this section are based on Matt. 18:15-20; Rom. 16:17-18; I Cor. 5:1-13; 2 Cor. 2:1-11; Gal. 6:1; I Thess. 5:14; 2 Thess. 3:6, 10-15; I Tim. 5:19-20; and Titus 3:10-11.

To the extent that any of the procedures stated in this section contradict the Scriptures (as interpreted by the discipline committee), the Scriptures shall govern.

ARTICLE 5-OFFICE OF DEACONS

Nominating Committee. A nominating committee of five members shall be selected by the deacons and approved by the senior pastor for the purpose of nominating deacons. Two of the members shall be deacons, one a staff member and two members from the congregation. The senior pastor shall serve as the Chairman of this committee as the sixth member.

They shall present a slate of nominees, two or more for each vacancy to be filled if possible.

Nominations may be submitted in writing by the church body to the nominating committee up to sixty days prior to the Annual Business Meeting. The nominating committee shall consider these suggestions, but shall not be bound by them.

The slate of nominees must be ratified by the senior pastor and the deacons before they are presented to the membership for final election. Each nominee must be contacted individually to determine whether they meet the biblical qualifications for a deacon and give consent to the nomination.

Selection of Deacons. Employees of Northside are not eligible to be deacons. The deacons shall be born again believers, scripturally baptized by immersion and members of the Northside Baptist Church and shall meet the scriptural requirements for deacons as found in I Timothy 3:8-13.

The deacons shall be men, not less than 25 years of age who have been active members of the Northside Baptist Church for three or more years.

Each nominated deacon will answer the following three questions. If he answers no to any one of them he will not be considered for the office of deacon.

Have you tithed (paid 10%) of your income during the past 12 months?

Have you been involved monthly in reaching people for Christ through any of the following: Calling, personal witnessing, distributing tracts or other Christian literature during the past 12 months?

Have you been involved in one or more segments of church ministry such as teaching, preaching, soul-winning, discipling, training, mentoring or in other ways handling the Word of God during the past 12 months?

ARTICLE 6 - OFFICE OF THE SENIOR PASTOR

Qualification. Any candidate for the senior pastor of the church shall meet the requirements as set forth in I Tim. 3:1-6 and Titus 1:5-9.

Calling. No later than one week after the office of senior pastor is vacant the deacons shall select five persons, at least three of whom must be deacons, to form a Pulpit Committee. All members of the Pulpit Committee shall be members in good standing of Northside Baptist Church and be at least 25 years of age. The membership of the committee shall remain intact until the installation of a senior pastor at which time it shall be disbanded

The Pulpit Committee shall immediately assume its responsibility of assembling a list of prospective candidates, evaluating, screening, and interviewing prospects, and of recommending to the deacons that the man whom they feel should be the candidate. Only such men shall be recommended who can and will conscientiously subscribe without mental reservation to the Doctrinal Statement and the Bylaws of this church and who are ordained ministers or eligible for ordination.

Upon affirmative vote of the deacons, the Pulpit Committee shall arrange for the candidate to visit and minister in a church service or services. Members of the church shall be given the opportunity to question the candidate at a separate meeting.

After the candidate has ministered, the Pulpit Committee shall make its recommendation to the deacons who shall in turn make its recommendation to the church. The candidate shall be informed of the decisions of these two bodies and upon his agreement their recommendations shall be brought before the church. Voting by the

eligible members of the church shall be by written ballot and a minimum of a 75% majority of marked ballots shall be required to extend a call. Since only one candidate shall be considered at a time, no more than four weeks shall pass from the time the candidate has ministered until he has been notified of the church's decision.

The Pulpit Committee shall be responsible to notify the candidate of the vote, extend a call if the vote so warrants and to make arrangements for his moving. The call and acceptance shall be confirmed in writing.

Compensation, benefits, and time to hold or attend special meetings away from the church shall be determined by the deacon board and presented to the prospective senior pastor as his complete benefit package and agreed upon by him prior to presenting his name to the church congregation for voting. The above shall be reviewed annually by the deacon board.

DUTIES OF THE SENIOR PASTOR

Upon assuming his pastoral duties, the senior pastor and his wife shall become members of the church. The senior pastor shall preach regularly at the church services, administer the ordinances, act as moderator of church business meetings, and be an ex-officio member of all church boards and committees. He shall have the oversight of the entire work of the church and shall perform the duties common to his office including, but not limited to the Christian school and the Child Care Center.

All employees of the church, other than the Pastoral staff which are addressed separately, and its subsidiary operations shall be selected, hired, and discharged with the knowledge and approval of the senior pastor and according to approved procedures and within budget constraints.

Term of Office of the Senior Pastor. He shall serve for an indefinite period of time with the right to terminate his services upon thirty days notice.

If at any time the senior pastor's performance or his relationship to the church shall be deemed unsatisfactory, the deacons shall discuss such matters with him and seek to solve the problem. If the relationship continues to be unsatisfactory, it shall be the responsibility of the deacons to bring a recommendation to the church at a special business meeting as to the action required. Notification of such a church business meeting shall be made at least two Sundays prior to the date. A sixty-percent majority of votes cast by eligible members shall be required for the dismissal of a senior pastor.

Formal accusations against the pastor shall be submitted in writing at an official meeting of the deacons and shall not be considered unless supported by the testimony of at least two witnesses. If he err in doctrine or conduct, the deacons, in brotherly love, shall attempt to correct him. If the matter cannot be resolved it shall be brought to the church in the manner described in the previous paragraph. If accusations are made against the pastor and this procedure is not followed, the accusers will be subject to church discipline.

If the pastor is dismissed, he shall vacate the pulpit immediately. Arrangements for additional pay and other arrangements shall be made by the deacons.

Vacancy of the Office of the Senior Pastor. When the church is without a senior pastor the Pulpit Committee shall assume the leadership in searching for a new senior pastor. In such a situation the Pulpit Committee shall be responsible to supply the pulpit until such time as a new senior pastor assumes the office of senior pastor.

The Pulpit Committee shall decide whether or not to recommend an interim senior pastor. Upon such a recommendation, the deacons shall approve the suggested name. If such a person is approved by a majority of votes cast by the deacons he shall assume the duties of interim senior pastor. His duties, compensation and expenses, shall be specified in his call. Any pulpit supply or interim senior pastor must be in agreement with the doctrinal statement of Northside Baptist Church. Dismissal of an interim senior pastor shall be upon the majority vote of the deacons.

If an interim senior pastor is not vested with administrative duties, the deacons shall recommend to the congregation for its majority approval a member of the pastoral staff to coordinate pastoral ministries and be the chief administrator of the church and the chief executive officer of the school until a new senior pastor is in the office.

THE PASTORAL STAFF

Qualification. Any candidate for the pastoral staff of the church shall meet the requirements as set forth in I Tim. 3:1-6 and Titus 1:5-9.

The senior pastor shall have the privilege of choosing his own staff subject to the provisions of these bylaws. According to the needs of the church and within the limits of the approved budget, the senior pastor may search for and recommend additional pastoral staff positions to assist in various aspects of the church's ministry. The majority of the deacons shall approve such recommendations.

Unless otherwise designated by the deacons, the pastoral staff shall be responsible directly to the senior pastor and he shall assign their duties.

Persons considered shall hold the doctrinal position of the church, shall meet the scriptural requirements for service, and shall evidence godliness of life. All staff members and their spouses shall be members of Northside Baptist Church unless exempted by 75% of the deacon board.

Dismissal of any member of the pastoral staff must be approved by a majority of the deacons. If appropriate a severance package will be determined by the deacon board. The senior pastor and deacon board may select and approve sub committees who will report back to the deacon board their findings and recommendations. The severance package must be approved by a majority of the deacons.

No members of the senior pastor's immediate or extended family may at any time serve as a paid full-time employee in any Northside ministry and may not be directly supervised by the senior pastor.

ARTICLE 7 - DUTIES OF OFFICERS

The officers of the corporation shall be:

A president, who shall be the senior pastor of the church.

A vice-president, who shall be Chairman of the deacon board and shall be elected by a majority of a quorum present at a regular meeting of the deacon board, following the annual election of deacons. He shall serve for one year. In his absence, the senior pastor shall preside as the Chairman and shall have the same legal authority as the Chairman.

A secretary, who shall be the Secretary of the deacon board and who shall be elected by

a majority of a quorum present at a regular meeting of the deacon board, following the annual election of deacons. He shall serve for one year.

A treasurer who shall be Business Administrator of the church.

All other officers shall be appointed by the senior pastor and approved by the deacon board.

Only church members are eligible for election or appointment to any church office or any of the above positions.

The senior pastor will have charge of the spiritual welfare of the congregation and the oversight of the church (Heb. 13:17). He shall act as moderator in the business meetings of the church, he shall be an ex-officio member of all boards and all committees, and he may call any board or committee together at any time. He may call the church together for special business meetings. All appointments for public worship and Bible study and the arrangements thereof including time and place and the use of the property belonging to the church for purposes other than the stated appointments shall be under the control of the senior pastor with the approval of the deacons.

All loans, mortgages, leases or any other financial obligations in excess of \$50,000 must be approved by a called business meeting of the congregation.

Likewise, the purchase or sale of any land, buildings or property in excess of \$100,000 must be approved by a called business meeting of the congregation.

The Secretary and the Senior Pastor or the Treasurer must sign any approved loans made in accordance with the bylaws.

The Treasurer (known as Business Administrator) shall be a Staff member selected by the rules of the pastoral staff and shall:

Have charge and custody of, and be responsible for, all funds of the Corporation, and deposit all funds in the name of the church in banks, trust companies, or other depositories as shall be selected by the senior pastor and approved by the deacon board.

Receive, and give receipt for all contributions, gifts, and donations to the church.

Disburse, or cause to be disbursed, the funds of the church in accordance with the provisions of Article 10.

Keep and maintain adequate and correct accounts of the church's properties and business transactions including account of its assets, liabilities, receipts, disbursements, and capital expenditures.

The only disbursements with actual cash shall be for miscellaneous 'petty cash'. Any exceptions must have the prior approval of the deacon board.

When and as requested, render to the senior pastor and the deacon board accounts of all his transactions as treasurer and of the financial condition of the church.

Present a written report of the summarized income and expenses at the regular business meetings of the deacon board and make a general report for the year at the annual church business meeting.

Keep all church financial records at the office of the church and deliver them to any successor upon leaving office.

Obtain an annual certified audit of the overall ministries of the corporation.

In addition to the above duties, the Treasurer shall carry out the following administrative procedures:

Certify and keep at the office of the church, the original bylaws or a copy, including all amendments or alterations to the bylaws.

Keep at the place where the bylaws or a copy are kept, a record of the proceedings of meeting of the deacon board, with the time and place of holding, the notice of meeting given, the names of those present at the meetings.

See that all notices are duly given in accordance with the provisions of these bylaws. In case of the absence or disability of the Treasurer, or his refusal or neglect to act, notice may be given and served by the senior pastor, or by the Chairman of the deacon board.

Be custodian of the records of the church, including the membership roll, baptisms, and certificates of ordination, licenses and commissions.

See that the reports, statements, certificates, and all other documents and records required by law are properly kept and filed.

Exhibit at all reasonable times to proper persons on terms provided by law, the bylaws and minutes of proceedings of the deacon board or the minutes of the meetings of the church members.

Keep an account of any special events in the life of the church, which are of historical interest and give a report at the annual church business meeting of the status of the church membership roll in the past year.

Keep all records at the office of the church and deliver them to any successor upon leaving office.

ARTICLE 8 – DIRECTORS

The corporation shall have a Board of Directors of not less than eighteen members. The Board of Directors shall be known as the Deacon Board, and the Directors shall be known as Deacons. The number of Deacons may be increased or decreased upon recommendation of the senior pastor and approval of 75% of the Deacons.

The membership of the Deacon Board shall be divided into three groups and the initial term of office shall be as follows:

Group A: One year Group B: Two years Group C: Three years

Thereafter, the term of office for any Deacon shall be for three years; provided, however that no Deacon may be re-elected until after the expiration of one year from the last day of his term of office.

Should additional deacons be added they should be evenly divided between Groups A,B and C.

If a vacancy occurs in the first six months after an election, it will be filled candidate who received the highest number of votes of the candidates not elected to the deacon board in that election. He shall fulfill the un-expired term of the vacancy. If the un-expired term is less than two years he shall be eligible for nomination for an additional term. If a vacancy occurs in the last six months after an election, the position will remain vacant until the next deacon election. The newly elected deacon shall fulfill the un-expired term of the vacancy. If the un-expired term is less than two years he shall be eligible for nomination for an additional term.

The Deacons shall be elected by a majority of the eligible membership present at such a place and time as designated by the Senior Pastor and Executive Committee during the month of October, but prior to the annual business meeting from the nominations submitted by the Nominating Committee and approved by the Senior Pastor and the Deacon Board.

In order to represent the entire church body, 20 per cent of approved and recommended nominations for deacon by the Nominating Committee shall be for men who have not previously been a deacon, or for former deacons who have not served for the previous 3 years except, that if the retiring deacon has served for less than two years, he shall be eligible for an additional term without a waiting period.

The Deacon Board may have a number of committees. An Executive Committee or other committees shall at a minimum address the Finances, By-laws, Missions and Personnel functions of the church. Executive Committee memberships shall be recommended by the senior pastor and approved by a majority of the deacons. The senior pastor and deacons may establish other committees as the need may arise. Other church members may serve on committees as recommended by the senior pastor or deacons and approved by the majority of the deacons. The committees themselves shall select their chairman who must be a current deacon.

ARTICLE 9 – MEETINGS

Annual Business Meeting.

An Annual Business Meeting shall take place during the fourth week in the month of October, or at such a time as agreed upon by a majority of the deacons. The purpose of this meeting shall be for the distribution of annual reports, and the consideration of any other business as seems appropriate. The meeting date can be changed by the majority vote of the Deacons.

A written ballot shall elect all elected personnel. They shall assume their duties on the first Sunday in November following the annual business meeting.

Quarterly Business Meeting.

The Quarterly Business Meeting shall take place during the fourth week in the months of January, April and July.

The purpose of the meeting shall be a review of the Financial Statements and the Budget for the preceding quarter and the consideration of any other business as seems appropriate. The meeting date can be changed by the majority vote of the deacons.

Each Ministry will provide a written report concerning their activities during the past quarter.

Rules for Transaction of Business.

The church may transact business at any of its regular services provided announcement has been made as to the nature of the business no less than two previous Sundays. Special business meetings may be called by the senior pastor or by the Chairman of the Board of Deacons, if the church is without a senior pastor, or by a written petition addressed to the Deacon Board stating the reason for the business meeting of at least fifteen percent of the eligible voting members.

Normal matters of business to be presented to the congregation shall come by way of recommendation from the senior pastor or deacons.

Church action at all business meetings shall be determined by a majority vote of a quorum of the members present and voting.

A majority of the eligible members present shall constitute a quorum for annual or special meetings.

The senior pastor shall preside at all business meetings of the church except in cases where he may be absent or the business to be transacted is of such a nature as to involve him personally in which case the chairman of the deacons shall preside.

The senior pastor or other persons presiding over the meeting, to the extent that it is not otherwise addressed in these bylaws, shall determine parliamentary procedure at all business meetings of the church.

The election of the senior pastor shall be by secret ballot. All other voting may be done by the method called for by the presiding officer.

Fiscal Year. The church fiscal year shall begin on July 1 and end on June 30.

Communion Service shall be held as often as the senior pastor deems necessary, but no less than two times per year.

ARTICLE 10 – EXPENDITURES

Any expenditure in excess of \$5,000 and not authorized in the regular annual budget and all capital expenditures in excess of \$5,000 but less than \$100,000 must be authorized by the Senior Pastor, and a committee designated by the deacon board to handle finances, and approved by the deacon board. All capital expenditures in excess of \$100,000 must be authorized by a majority vote of the eligible voting members of the congregation.

A committee designated by the deacon board to handle finances shall be authorized to spend funds in an emergency situation to make repairs for the operation of the ministry with the reporting of such transactions at the next regularly scheduled meeting of the deacon board.

The Senior Pastor and the Pastoral Staff may solicit and receive special offerings and designated gifts for ministry use. These funds are not included in the annual budget and are not subject to the expenditure approval process as described in Article 10 – paragraph one.

A committee designated by the deacon board to handle finances is responsible, with the assistance of the Business Administrator and the Senior Pastor, to establish the Annual Budget and the midyear update of the Annual Budget with the approval of the deacon board who shall recommend it to the congregation at a business meeting no later than July for their approval.

A committee designated by the deacon board to handle finances with the assistance of the Business Administrator and the senior pastor shall establish salaries for all new pastoral staff members and increases for all employees in all departments with the approval of the deacon board who shall recommend them to the congregation at a regular quarterly business meeting through inclusion in the budget. In the interests of confidentiality specific salaries and raises will not be revealed to the congregation.

Subordinate organizations shall disburse all of their missionary funds through the church Mission Fund.

ARTICLE 11 – ORDINATION

Any member or former member of this church or its mission churches, who gives evidence of a genuine call of God into the work of the ministry and possesses the qualifications stated in I Tim. 3:1-7 and Titus 1:6-9, may be ordained as a minister of the

Gospel.

Upon a conference with the senior pastor and after the senior pastor has approved the candidate for ordination, the senior pastor shall call a council to examine and pass on the qualification of the candidate. The ordination council shall consist of ordained ministers of like faith invited to participate in the examination of the candidate.

If the council finds the candidate worthy of the ordination, the ordination council may ordain the candidate on behalf of the church.

The senior pastor and the chairman of the deacons shall arrange for the ordination service.

The church will have the right to rescind the ordination of any candidate who falls into gross sin or demonstrates a departure from the fundamentals of the faith.

ARTICLE 12 – INDEMNIFICATION

The church may indemnify any person who was or is a party or is threatened to be made a party to any threatened, pending or completed action, suit, or proceeding, whether civil, administrative, or investigative, including all appeals (other than an action by or in the right of the church) by reason of the fact that the person is or was a pastor, deacon, officer, employee, or agent of the church, against expenses, including attorneys' fees, judgments, fines, and amounts paid in settlement actually and reasonably incurred by him in connection with the action, suit, or proceeding; and if that person acted in good faith and in a manner he reasonably believed to be in or not opposed to the best interests of the church and, with respect to any or proceeding, had no reasonable cause to believe his conduct was unlawful. The termination of any action, suit, or proceeding by judgment, order, settlement, conviction, or on a plea of nolo contendere or its equivalent, shall not, of itself, create a presumption that the person did not act in good faith and in a manner that he reasonably believed to be in or not opposed to be best interests of the church and, with respect to any criminal action or proceeding, had no reasonable cause to believe that his or her conduct was unlawful.

To the extent that a pastor, deacon, officer, employee, or agent has been successful on the merits or otherwise in defense of any action, suit, or proceeding referred to in this Article, or in defense of any claim, issue, or matter in that action, suit, or proceeding, he or she may be indemnified against expenses, including attorneys' fees, actually and reasonably incurred by him or her in connection with the action, suit, or proceeding.

Any indemnification made under this Article, may be made by the church only as authorized in the specific case on a determination that indemnification of the pastor, deacon, officer, employee, or agent is proper in the circumstances because he has met the applicable standard of conduct set forth in Section 1 of this Article. The determination shall be made (a) by a majority vote of a quorum consisting of the senior pastor and deacons who were not and are not parties to or threatened with the action, suit, or proceeding; (b) if the described quorum is not obtainable or if a majority vote of a quorum of disinterested deacons so directs, by independent legal counsel in a written opinion; or (c) by a majority vote of the eligible members of the church.

Expenses of each person seeking indemnification under this Article, may be paid by the church as they are incurred, in advance of the final disposition of the action, suit, or

proceeding, as authorized by the deacon board in the specific case, on receipt of any undertaking by or on behalf of the pastor, deacon, officer, employee, or agent to repay the church.

The indemnification provided by this Article shall be deemed to be discretionary unless otherwise required as a matter of law, or under any agreement, or provided by insurance purchased by the church, both as to action of each person seeking indemnification under this Article in his official capacity and as to action in another capacity while holding that office, and may continue as to a person who has ceased to be a pastor, deacon, officer, employee, or agent and may inure to the benefit of the heirs, executors, and administrators of that person.

The church may purchase and maintain insurance on behalf of any person who is or was a pastor, deacon, officer, employee, or agent of the church against any liability asserted against him and incurred by him in that capacity, or arising out of his status in that capacity, whether or not the church would have the power to indemnify him against liability under the provisions of this Article.

ARTICLE 13 - MISCELLANEOUS PROVISIONS

No part of the net earnings of the church shall inure to the benefit of or be distributable to its members, directors, officers, or other private persons, except that the church shall be authorized and empowered to pay reasonable compensation for the services rendered, and to make payments and distributions in furtherance of the purposes set forth in Article 1 hereof.

No substantial part of the activities of the church shall be the carrying on of propaganda or otherwise attempting to influence legislation. The church 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. However, the church may oppose any legislation that threatens the freedoms of the church and its activities.

The church shall have a racially nondiscriminatory policy and therefore shall not discriminate against members, applicants, students, and others on the basis of race, color, or national or ethnic origin. Other church policies related to employment provisions, facilities usage, or other areas may from time to time be recommended by the Senior Pastor, and implemented with the approval of the Deacons by vote. These policies may not be removed except by another vote of the Deacons.

All employees and all volunteers, whether a member of Northside Baptist Church or not, must agree to submit to a background investigation and that the results of the investigation must be approved by the appropriate Northside staff.

All volunteers and employees must agree that there will be no illegal, fraternizing or inappropriate touching that could be construed as offensive of any child or adult while performing their duties.

Notwithstanding any other provision of these Bylaws, the church shall not, except to an insubstantial degree, engage in any activities or exercise any powers that are not in furtherance of the purposes stated in Article 1.

ARTICLE 14 – AMENDMENTS

The deacon board may recommend that these bylaws be revised or amended by a majority vote of the members of the deacon board present and voting at a duly called meeting in which a quorum is present.

The revised or amended bylaws may then be presented to the eligible voting members of the church present at any regular business meeting of the church. A two-thirds vote will be required for adoption.

ADOPTION

A two-thirds vote of the members of the church present and voting a duly called meeting of the church adopted these bylaws.

These bylaws supersede any previous bylaws of The Northside Baptist Church of Charlotte, North Carolina, Inc.

Date

Church Secretary

NOTE: These bylaws were passed on March 21, 1999 at a congregational meeting. The vote was 223 for and 25 against.

NOTE: Article 4 – Membership, Section 1 of these bylaws was amended on October 27, 2002 at an annual business meeting. The vote was unanimous.

NOTE: Amendments to these bylaws were passed on October 24, 2004 at a congregational meeting. The vote was 158 for, 33 against and 8 abstentions.

NOTE: Article 8 – Directors, paragraph six and Article 9 – Meetings, paragraph one; were amended; and Article 10 – Expenditures, paragraph three was added to these bylaws and approved on April 26, 2006 at a quarterly business meeting of the congregation.

NOTE: Article 3- Doctrine, Section 12, 4th paragraph was added; and Article 13- Miscellaneous Provisions paragraph 3 beginning with, “Other Church Policies” was added and they were both approved on at the quarterly business meeting on July 29th, 2015 at the quarterly business meeting. The vote was unanimous.