



HEBRON BAPTIST CHURCH, INC.

ARTICLE I NAME

This body shall be known as and operate under the corporate name of “Hebron Baptist Church, Inc.,” a Georgia Nonprofit Corporation.

ARTICLE II PURPOSE

Hebron Baptist Church is organized exclusively for charitable, religious and educational purposes within the meaning of Section 501 (c) (3) of the IRS Code of 1986 (or the corresponding provision of any future United States Revenue Law) including, but not limited to, for such purposes as the establishing and maintaining of religious worship, the building of churches, schools, chapels, camps, recreational facilities, childcare facilities, community health facilities, counseling centers, church growth leadership, educational facilities and food and clothing centers; the evangelizing of the unsaved by the proclaiming of the Gospel of the Lord Jesus Christ; the educating of believers in a manner consistent with the requirements of the Holy Scripture, both in Sunday and weekday schools of Christian education; the maintaining of missionary activities in the United States and any foreign country and other such ministries as may be determined by the church; and may all of these endeavors be accomplished in line with our highest purpose of living for the glory of God. (Romans 15:7, 2 Corinthians 4:15, Ephesians 1:12-14, Philippians 1:9-11, Philippians 2:9-11, 2 Timothy 4:18, 1 Peter 4:11, Jude 24-25)

ARTICLE III STATEMENT OF FAITH

One God

We believe there is one God: The Father, the Son, and the Holy Spirit, who subsist in unity and also as three separate distinct Persons. (Isaiah 44:6, John 10:30, 1 Corinthians 8:6, 2 Corinthians 13:14, Ephesians 4:4-6)

Jesus Christ Is God's Son

We believe Jesus Christ is God's Son. He was born of a virgin as both God and man, lived a sinless life, died to atone for the sins of human beings, was buried, arose from the grave, ascended into heaven, and will literally return to earth. (Isaiah 9:6, Matthew 1:23, Luke 1:35, John 1:14, John 3:16, Colossians 1:15, Colossians 2:9, Hebrews 4:15, 1 Peter 2:22, 1 John 3:5, John 1:29, Ephesians 1:7, 1 John 2:2, 1 John 4:10, Revelation 1:5, Luke 23:46, John 19:30, Mark 15:46, Mark 16:6, Mark 16:19, John 16:28, Matthew 24:44, Acts 1:1)

The Holy Spirit

We believe the Holy Spirit is the divine helper, assistant, counselor, and instructor and His work is to reveal Christ, to convict of sin, to lead to repentance, to guide believers, to comfort, to strengthen, and to sanctify the soul. (John 14:26, Titus 3:3-6, Romans 8:26, 1 Corinthians 3:16, 1 Corinthians 6:19, John 16:13, 1 Corinthians 6:19, John 16:13, Romans 8:11, John 16:8, Acts 1:8)

The Bible

We believe the Bible is God's Holy Word, without error, and is the sole authority for life.

Man's Need for God

We believe human beings are the special creations of God, made in His image. They fell through the sin of the first man, Adam, and all human beings are sinners in need of salvation.

Salvation

We believe salvation is a gift through repentance toward God and faith in Jesus Christ. Every person who is truly saved is eternally secure in the Lord Jesus Christ and will spend eternity in heaven, while those who die in their sins will spend eternity in hell. (Romans 6:23, Romans 10:9-10, Ephesians 2:8-9, 1 John 5:4, John 3:16, John 3:36, John 10:28-29, 1 John 5:13, Ephesians 1:13-14, Matthew 25:41, Matthew 25:46)

Baptism

We believe baptism is by immersion after salvation and is done in obedience to Jesus Christ's command.

Believer's Access to God

We believe each believer has direct access to God through the Lord Jesus Christ.

The Church

We believe the Church is a local body of baptized believers with the Lord Jesus Christ as the Head.

Marriage and Sexuality

We believe that the term 'marriage' has only one meaning and that is marriage sanctioned by God which joins one man and one woman in a single, exclusive union, as delineated in Scripture.

We believe that God intends sexual intimacy to only occur between a man and a woman who are married to each other. We believe that God has commanded that no intimate sexual activity be engaged outside of a marriage between a man and a woman.

We believe that any form of sexual immorality, such as adultery, fornication, homosexuality, bisexual conduct, bestiality, incest, pornography, or any attempt to change one's sex, or disagreement with one's biological sex, is sinful and offensive to God.

We believe that in order to preserve the function and integrity of the church as the local Body of Christ, and to provide a biblical role model to the church members and the community, it is imperative that all persons employed by the church in any capacity, or who serve as volunteers, should abide by and agree to this Statement on Marriage and Sexuality and conduct themselves accordingly.

We believe that God offers redemption and restoration to all who confess and forsake their sin, seeking His mercy and forgiveness through Jesus Christ.

We believe that every person must be afforded compassion, love, kindness, respect, and dignity. Hateful and harassing behavior or attitudes directed toward any individual are to be repudiated and are not in accord with scripture or the doctrines of the church.

ARTICLE IV DOCTRINE

Hebron Baptist Church accepts “The Baptist Faith and Message” as adopted by the Southern Baptist Convention on June 14, 2000. The church is a committed body of baptized believers in Jesus Christ and is committed to personally sharing the good news of salvation with lost mankind. The church follows our Lord Jesus Christ in the ordinances of baptism and the Lord’s Supper.

ARTICLE V MEMBERSHIP

SECTION 1. GENERAL

This church is autonomous and maintains the right to govern its affairs, under the Lordship of Jesus Christ, independent of any denominational control. Recognizing, however, the benefits of cooperation with other churches in the world and local missions, this church voluntarily affiliates with the Southern Baptist Convention, the Georgia Baptist Mission Board, and the Mulberry Baptist Association.

The membership reserves the right to determine who shall be members of this church and the conditions of such membership.

SECTION 2. QUALIFICATIONS

Persons, who subscribe to the Statement of Faith in Article III of this document and who have completed the new members classes, currently named Growth Track may become members of Hebron Baptist Church by one of the following paths (completing the new members class is only required for those requesting membership after this amendment is approved by the church):

1. By immersion baptism after having made a genuine profession of faith in Christ Jesus as Lord and Savior.
2. By letter of transfer from another Bible-believing church of like faith and practice.
3. By statement of faith in Christ, having been baptized by immersion in a Bible-believing church of like faith and practice.

All membership applications are subject to review by the pastoral leadership of the church. Should there be any question that might require prayer, thought, or study, or if there is any dissent as to any candidate, such question or dissent shall be referred to the Lead Pastor and at his discretion to the Elders for further guidance as to their qualifications for membership.

SECTION 3. DUTIES

Members are expected to be faithful and obedient in all areas of the Christian life, to faithfully attend the worship services of this church, to give tithes and offerings to its support, and to participate in its ministries.

SECTION 4. RIGHTS

Members who are sixteen (16) years of age or older in good standing as defined in Sections 2 and 3 above may vote in church administrative meetings. Voting by proxy is prohibited. Notwithstanding any other powers granted in these bylaws, members who are sixteen (16) years of age or older in good standing shall always have the right to vote on the following matters:

- Disposition of all or substantially all of the assets of the church
- Merger or dissolution of the church
- Election or removal of the Lead Pastor

SECTION 5. TERMINATION

Membership shall be terminated in the following ways:

1. Death
2. Transfer to another Baptist church
3. Affiliation with a church of another denomination
4. By request of a member desiring his termination
5. A member whose life and conduct are not in accordance with Biblical standards in such a way that the member hinders the ministry of the church or the witness of the church in the community may be dismissed after the following procedures are complied with:
 - a. First, a request by a member in good standing to dismiss another member must be brought to the Lead Pastor and Elders but only after Matthew 18:15-22 has been followed. The Lead Pastor and Elders, after prayerful consideration of the matter, shall at their discretion determine if the request has merit. If the Lead Pastor and the Elders determines the request has merit either he or his appointed representative shall request a meeting with the individual subject to said request. Only after faithful efforts have been made and failed to bring such member to repentance in accordance with Matthew 18:15-22 shall the Pastor then recommend to the Elders that the member be dismissed.
 - b. Second, after prayerful deliberation and consideration, the Elders by a two-thirds majority vote of the entire team will present the matter to the church as prescribed by Christ. The church will have a designated period of not less than two weeks to pursue the unrepentant member seeking his or her repentance and restoration. If the member continues to choose not to repent and be reconciled, the Lead Pastor and Elders may call a meeting to remove the unrepentant person from church membership. The vote will require a majority of those members in good standing who attend the special called meeting.
 - c. A non-repentant member who has been disciplined by the church will lose all voting, serving, fellowship, and any other membership privileges listed in these by-laws (1 Cor. 5:5,11) but will still be welcome to attend worship services each Sunday. The disciplined member will not be welcomed back into their Connect Group or any area of service until repentance and restoration have occurred.

SECTION 6. RESTORATION

Any person whose membership has been terminated by the church may be restored upon evidence of his/her repentance and reformation by recommendation of the Lead Pastor and Elders and a majority vote of the church members in good standing who are present at a specifically called meeting for such purpose.

SECTION 7. RECORD OF MEMBERSHIP

Under the direction of the Membership Secretary, an accurate database of all members shall be kept and insofar as possible, an up-to-date record of their contact information. These records shall be confidential and will be used only for church purposes. They shall not be sold, given, or loaned to any person or entity for any purpose not directly relating to the ministry of the church.

ARTICLE VI CHURCH ORGANIZATION

SECTION 1. GENERAL

The church is both a spiritual body and a non-profit corporation under the laws of the State of Georgia. The church is subject to the authority of Scripture in all matters and subject to the rules of duly constituted public authority (Romans 13:1-7). The church organization is to provide the mechanism for the orderly activity of the church body.

SECTION 2. MEETINGS

The church shall meet in regular worship services each Sunday at such times and places as may be determined by the Lead Pastor and Elders. Additionally, the church may meet at such other dates and times as may be deemed appropriate by the Lead Pastor and Elders for worship, edification, proclamation, and observance of church ordinances.

During the last quarter of each calendar year, the church shall meet for the annual administration meeting. The exact day, time, and place of the annual administration meeting shall be set by the Lead Pastor, or in his absence, the Vice Chairman of the Elders. Unless otherwise stated in these bylaws, other church administration meetings may be called as necessary from time to time by the Lead Pastor or by the Elders. Notice as to the time and date of any administration meeting must be made at least one week in advance of the meeting unless extreme urgency renders such notice impractical. Notice must be given by announcement in a Sunday morning worship service or by a notice placed in the weekly Connections bulletin (or its successor) or delivered by US mail to each member identified household.

The Moderator at the church administration meetings shall be the Lead Pastor or his designee, provided the church has a Lead Pastor; if the church has no Lead Pastor or in the event the Lead Pastor or his designee is absent, the Vice Chairman of the Elders, or in his absence, the Chief Operating Officer, shall act as moderator. The moderator is to utilize *Robert's Rules of Order* (latest revised edition) to conduct meetings and may appoint a parliamentarian if he determines such an appointment to be appropriate. The moderator may bring such matters before the administration meeting as he determines at his sole discretion to be appropriate. At least annually, the following matters shall be brought before the church at the annual administrative meeting:

- Proposed new members, as may be necessary to fill vacancies on the Trustees and other standing teams.
- Proposed Deacon candidates
- Proposed Elder candidates
- An annual church budget

Additionally, when necessary, the following matters are to be brought to church administration meetings:

- Any proposed change to the church bylaws

- Any proposed action on a Pastor Search Team

Unless otherwise stated in these bylaws, any matter presented to the church administration meeting for action shall require a majority vote of those in attendance. Members in attendance at a duly called church administration meeting shall be deemed to constitute a legal quorum.

SECTION 3. OFFICERS

The corporate officers of the church are as follows:

1. The Lead Pastor shall serve as the Chief Executive Officer (CEO) of the corporation and shall have general and active management of the day-to-day operation of the corporation. He shall be responsible for the administration of the corporation, including general supervision of the policies of the church.
2. The Executive Pastor (or any successor position that assumes the same or similar duties) shall serve as the Chief Operating Officer (COO) of the corporation. The COO will be charged with the general oversight of the ministries and ministerial staff of the church under the direction of the Lead Pastor.
3. The Administrative Pastor (or any successor position that assumes the same or similar duties) shall act as Chief Financial Officer (CFO). The CFO shall work under the direction of the Lead Pastor and shall be charged with the oversight of the financial affairs of the corporation. He shall have the responsibility to recommend action concerning the corporation's financial affairs to the Budget Finance Team and/or the Elders. The CFO shall have custody of the church's financial records. The CFO shall be an ex-officio member, without vote, of the Budget Finance Team.
4. The Administrative Pastor (or successor position that assumes the same duties) shall act as Secretary. The Secretary shall work under the direction of the Lead Pastor and shall keep the corporate seal and records and make proper entries of all corporate proceedings. The Secretary or his/her designee shall also keep minutes of all church administrative meetings and all meetings of the Elders and shall perform such other duties and have such other powers as may from time to time be delegated to him by the CEO.

SECTION 4. DEACONS

a. Purpose

- Deacons shall care for the physical needs of members, strive for unity of the body, and support and encourage the ministry of the Ministerial Staff and Elders. In accordance with the meaning of the word "Deacon" as practiced in the New Testament, Deacons are to be servants of the church rather than an administrative or governing body, staying on the leading edge of ministry by taking care of the needs of the church and the community as the Lead Pastor and Elders lead. The function of a Deacon is to represent the Lead Pastor and Elders in visiting the sick, ministering to widows and orphans, and carrying out other ministry assignments as requested by the Lead Pastor.

- The number of deacons shall be based on the needs of the church and the total membership of the church. The needs of the church concerning the number of Deacons shall be determined by the Elders and the Lead Pastor.

b. Qualifications

- The qualifications shall be those found in I Timothy 3:8-13. In addition, a Deacon must be a man 21 years of age or older, a member in good standing of Hebron Baptist church for at least one year, active in the ministries of the church, be a committed tither, adhere to the Statement of Faith in Article III of this document and faithfully and enthusiastically support the ministry goals of the church.

c. Selection and Terms

- When asked, the congregation will be able to submit the names of men they believe to be qualified to serve as deacons at Hebron Baptist Church. Those men who are willing to be recommended will complete a Deacon Questionnaire. After completing the Deacon Questionnaire, the men and their spouses (if married) will be interviewed by the Elders. Once a list of nominated deacons has been provided by the Elders the congregation will have two weeks to come to the Elders with any concerns. The nominated deacons will then be voted on by the congregation at the annual church administration meeting or at another called church administration meeting, if necessary. The nominations shall be listed on a ballot for the voting church members to vote on each nomination individually. Each nominee will need to receive approval from three-fourths (3/4) of those voting at the meeting.
- All Deacons shall be elected to serve for a three-year term. After serving their term, at least one year must pass before a Deacon is eligible for re-election.

d. Removal

- Any Deacon may be removed from office by the Elders if he is found to be spiritually unqualified according to applicable Scripture, including I Timothy 3:8-13.

e. Leadership

- The Lead Pastor or another Elder shall lead the bi-monthly (at least every other month) Deacon's meetings. These meetings will be for celebration, communication, and equipping.

Section 5. ELDERS

a. Purpose

- The primary leadership of the Church shall be vested in the Elders (pastors) who are responsible for governing the Church, leading in corporate worship, teaching the Bible, equipping the saints to do the work of the ministry, and providing pastoral care for members. All Elders shall be equal in authority but may be specialized in their function.
- The Elders of Hebron Baptist Church shall be men called of God who aspire and are elected by the church to be overseers (bishops) and shepherds (pastors) of this church. (Acts 20:28; Philippians 1:1; 1 Timothy 3:1-7; 1 Peter 5:1-3).

b. Responsibilities

- The Elders are charged with the overall spiritual responsibility for the church before God, including the exercise of doctrinal oversight, the oversight of all areas of ministry, the oversight of the deacon ministry, the oversight of the staff, and the oversight of church resources. (Acts 20:17, 28–31; Philippians 1:1; 1 Thessalonians. 5:12; 1 Timothy 4:14; 5:17; Titus 1:5; 1 Peter 5:1–2) The Lead Pastor will be the Elder charged with the primary preaching and teaching ministry of the church. He will be tasked to promote God’s mission and vision of the church according to Scripture to the congregation regularly. All the Elders may be called upon to teach. (1 Timothy 3:2; Titus 1:9)
- Elders are to oversee the sheep with attentiveness, to guard the sheep with alertness, and to teach the sheep with great affection.
- When necessary, to recommend to the church for approval nominations for members of the Pastor Selection Team, in the event the office of the Lead Pastor becomes vacant.
- To report at least annually to the church membership.
- To make other recommendations to the church from time to time, as they deem appropriate or as required by these bylaws.
- To, upon the recommendation of the Finance Team, authorize the expenditure of non-budgeted funds up to \$100,000.00, per fiscal year
- To provide counsel and accountability to the Lead Pastor.
- Unless otherwise stated in these bylaws a majority of Elders present at a meeting duly called and noticed shall constitute a quorum for the transaction of business. Unless otherwise stated in these bylaws, a majority vote of those Elders present and voting at such meeting shall be required for the approval of any resolution. Voting by proxy is prohibited.

c. Characteristics/Qualifications

- All Elders must meet the applicable qualifications in 1 Timothy 3:1–7 and Titus 1:6–9, about personal integrity, family relationships, and doctrinal fidelity. All Elders are annually to affirm the Statement of Faith and renew their commitment to shepherd God’s people at Hebron.
- Further, Elders are to be:
 - Men who desire to be an overseer because of the Spirit’s leadership (Acts 20:28; 1 Tim. 3:1)
 - Men who are beyond reproach (1 Tim. 3:2-7)
 - Men who can teach and manage their household well (1 Tim. 3:2, 4; Titus 1:9)
 - Men and not just man – a plurality of qualified men rather than just one man (Acts 11:30; 14:23; 15:2, 4, 6, 22-23; 16:4; 20:17; 21:18; Phil. 1:1; Jam. 5:14; 1 Pet. 5:1)

d. Commitments

- With the help of the Holy Spirit, the Elders will annually commit to the following:
 - We commit ourselves to lovingly care for you and seek your growth in Christ (Heb. 13:17; 1 Thess. 5:12).

- We commit to providing teaching, preaching, and counsel from the Scriptures that spans the whole counsel of God's Word (Acts 20:27-28; Gal. 6:6; 1 Tim. 5:17-18)
- We commit to helping you in times of need (Acts 2:42-47, 4:32-35; Jam. 2:14-17)
- We commit to consistently strive to meet the criteria assigned to us in the Word (1 Tim. 3:1-13; Titus 1:5-9; 1 Pet. 5:1-4)
- We commit to pray for you regularly, particularly when you are sick (Jam. 5:14)
- We commit to be on guard against false teachers (Acts 20:28-31)
- We commit to exercise church discipline when necessary (Matt. 18:15-20; 1 Cor. 5; Gal. 6:1)
- We commit to help you become equipped to serve Christ (Eph. 4:11-13)
- We commit to seeking God's will for our church family to the best of our ability as we study the Scriptures and follow the Spirit (Acts 20:28; 1 Pet. 5:1-5)
- We commit to set an example and join you in fulfilling the duties of church membership (1 Cor. 11:1; Phil. 3:17; 1 Tim. 4:12)

e. Selection Process

- **Initial Selection**

- The previously named Leadership Team members who are eligible for continued service on the team and whose members have been nominated by the selection team, vetted by the Lead team (Lead Pastor, Executive Pastor, and Administrative Pastor) in light of the biblical qualifications of an elder, and voted on by the Congregation would serve as the first group of Elders.
- In addition, the Lead Staff would serve as Elders as well.
- The makeup of the initial group of Elders and all subsequent Elder Teams will consist of at least one additional Lay Elder than the number of Vocational/Staff Elders.

- **Recurring Selection**

- Once a year, the church will receive nominations for Elders.
- Before being considered as a candidate for the office of Elder, a man must be a member of the church for at least two (2) years, be a member in good standing, and meet the qualifications of an Elder listed above.
- The current group of Elders will explore nominations, interview prospective Elders, and select men to present to the congregation as potential Elders.
- The church will have at least two weeks to address any concerns about the man's potential service as an Elder. Any concerns should first be taken directly to the candidate. If the issue cannot be resolved, then the concerned member can then meet with an elder to express those concerns.
- After a minimum of two weeks are complete, the church will acknowledge Elders by vote. A three-fourths (3/4) majority of those voting will be required to approve an Elder.
- The acknowledged Elder will then begin official service in January of the next calendar year.

- **Number of Elders Serving**
 - Based on the need for shepherds across our faith family, there will not be a set maximum number of Elders in the church. Instead, we are praying that God would, by His grace, appoint the right men at the right time to nurture, serve, and lead our faith family. Each year, we will trust the Elder selection process as a means of recognizing those men whom God, by His Spirit, has raised from among us. One year this may be two new Elders, while another year this may involve five new Elders (or more). This plan allows for flexibility in our faith family to acknowledge Elders according to the needs of our faith family and according to the men God has raised to meet those needs.
- **Annual Elder Timeline:**
 - August
 - The church makes nominations for Elder candidates.
 - September/October
 - Current Elders explore nominations, send an Elder Questionnaire to nominees, interview prospective Elders, and select men to present to the congregation as potential Elders.
 - November
 - Current Elders present prospective Elder candidates to the church for affirmation.
 - Elders present current Elders whose first term is expiring for reaffirmation.
 - After two weeks at the minimum, the church affirms the new Elders and reaffirms current Elders desirous of serving for a second term of three years.
 - December
 - Elders rotating off and not seeking an additional three-year term will complete their service.
 - January
 - New Elders begin serving.

f. Term

- Each staff (excluding the Lead Team) and lay Elder will serve for three (3) years and may be asked to serve for an additional three (3) years, if desirous and if approved by the congregation. After the initial three (3) years of service, each Elder must be reaffirmed by the remaining Elders and approved by the congregation by a three-fourths (3/4) majority vote at a members' meeting to continue serving as an Elder. After six (6) years of service, each Elder will be required to take a sabbatical of no less than one year. Upon completion of the sabbatical, the Elder would be eligible for future service dependent upon nomination and approval from the congregation.
- All Lead Staff will serve as an Elder as long as they hold their ministry position.

g. Officers

- The Lead Pastor shall be the Chairman of the Elders.
- In the first meeting of the Elders each January, the Elders shall also elect a Vice Chairman and a Secretary.

- The elected officers will work with the Lead Pastor to facilitate Elder meetings and manage Elder service.

h. Removal

- An Elder may resign at any time by written notice provided to the Chairman of the Elders.
- Any active member of the church may bring written scriptural reasons for the removal of an Elder. Matters requiring church discipline of an Elder are to be carried out in keeping with biblical guidelines recognizing that no accusation against an Elder should be upheld except by the supporting testimony of two or three witnesses (Matthew 18:15–17; 1 Timothy 5:19–21). Upon investigation and evidence that an Elder has become spiritually disqualified, the dismissal of that Elder will be recommended to the church by a majority vote of the remaining Elders. Elders may be removed from office by a three-fourths (3/4) majority vote of those members in good standing who attend the member meeting where the vote occurs. Such action shall take place at a meeting called for that purpose, with at least two (2) weeks' notification given to all members. The meeting may be called only upon the recommendation of two-thirds (2/3) of the Elders or by written petition signed by not less than one-third (1/3) of the church's active members. The moderator of this meeting shall be the Chairman of the Elders, or in his absence, the vice-chairman of the Elders unless either of these men is the Elder(s) being considered for removal.

ARTICLE VII STANDING TEAMS

There shall be four standing teams (Selection, Finance, Building, and Land Use) However, other temporary teams may be appointed from time to time as necessary by the Lead Pastor and Elders.

Qualifications: Members of all standing teams shall be members in good standing of Hebron Baptist Church who are at least eighteen (18) years of age or older, who are active in the ministries of the Hebron Baptist Church, who are committed tithers, who adhere to the Statement of Faith in Article III of this document and who faithfully, and enthusiastically support the ministry goals of the church.

Each standing team shall annually select from their membership a Chairperson for their team.

Vacancies occurring on any standing Team for any reason shall be reported to the Selection Team. The Selection Team shall then recommend to the church a suitable person to fill such vacancy for the remainder of the unexpired term.

Any Standing Team may, if it so chooses, conduct its business, including any votes, via telephone, email, or other electronic means.

SECTION 1. SELECTION TEAM

The function of the Selection Team is to examine and propose nominations for vacancies on the following subject to the approval of the Lead Pastor and Elders.

- Budget Finance Team
- Building Team
- Land Use Team
- Trustees

This team shall be composed of seven members. Initially, three shall be selected to serve for a three-year term, two shall be selected for a two-year term, and two for a term of one year. Nominations by the Selection Team shall be presented at the annual church administration meeting or at another called church administration meeting if necessary. The nominations shall be listed on a ballot for the voting church members to vote on each nomination individually. Members of this team serve for a three-year term and each year the Lead Pastor and Elders shall select lay members to fill the vacancies which occur during that year. After serving their term, at least one year must pass before a member is eligible for re-selection.

SECTION 2. FINANCE TEAM

The Finance Team shall be responsible for the following:

1. To approve and recommend to the church after receiving staff input, a proposed budget each year in the annual administration meeting
2. To review the church's financial standing periodically throughout the year
3. To receive and approve items outside the normal budget line items, if needed
4. To recommend to the church major non-budget expenditures (i.e. building, land acquisitions, etc.)

5. To recommend to the Elders any action needed in the financial areas
The CFO is an ex-officio member, without a vote, of the Finance Team.

This team shall be composed of five members. Initially, two shall be elected to serve for a three-year term, two shall be elected for a two-year term, and one for a term of one year.

Members of this team serve for a three-year term and each year the Selection Team shall propose to the church in annual the administration meeting nominations to fill the vacancies that occur during that year. After serving their term, at least one year must pass before a member is eligible for re-election.

SECTION 3. BUILDING TEAM

The Building Team shall be responsible for the following:

1. To recommend to the church major building projects
2. To devise, or cause to be devised, plans, estimates, renderings, etc. of building needs
3. To provide adequate oversight throughout the building project
4. To select and or approve designs, color schemes, furnishings, etc. of buildings under construction
5. To monitor funding and expenditures applied to building projects

This team shall be composed of five members. Initially, one shall be elected to serve for a five-year term, one shall be elected for a four-year term, one for three years, one for two years, and one for a term of one year.

Members of this team serve for a five-year term and each year the Selection Team shall propose to the church in the annual administration meeting nominations to fill the vacancies, which occur during that year. After serving their term, at least one year must pass before a member is eligible for re-election

SECTION 4. LAND USE TEAM

The Land Use Team shall be responsible for the following:

1. To propose land acquisitions to the church for their approval
2. To devise, or cause to be devised, master plans, renderings, etc. of the church's real property
3. To grant access to the church's property by approving the conveyance of easements or right-of-ways when deemed necessary or advantageous to the church
4. To propose to the church and provide oversight of all land transfers (whether by sale or gift)

This team shall be composed of five members. Initially, two shall be elected to serve for a three-year term, two shall be elected for a two-year term, and one for a term of one year.

Members of this team serve for a three-year term and each year the Selection Team shall propose to the church in the annual administration meeting nominations to fill the vacancies

which occur during that year. After serving their term, at least one year must pass before a member is eligible for re-election. In addition, the Chairman of the Building Team shall be an ex-officio member of the Land Use Team.

ARTICLE VIII

TRUSTEES

The Trustees shall be responsible for the following:

1. To purchase, hold, lease, or otherwise acquire real and personal property on behalf of the church and to take real and personal property by will, gift, or bequest on behalf of the church
2. To, upon specific vote of the church, the Elders or the Land Use Team authorizing such action, shall sell, convey, alienate, transfer, lease, assign, exchange, or otherwise dispose of and to mortgage, pledge or otherwise encumber the real and personal property of the church, to borrow money and incur indebtedness for the purpose and the use of the church; to cause to be executed, issued and delivered for the indebtedness, in the name of the church, promissory notes, bonds, debentures or other evidence of indebtedness; and to secure repayment by deeds of trust, mortgages, or pledges
3. To exercise all powers necessary for the dissolution of the church corporation, if such action is mandated by a vote of the church membership

The Trustees shall be composed of three members. The Trustees shall serve for a three-year term and each year the Selection Team shall propose to the church in the annual administration meeting nominations to fill the vacancies which occur during that year.

After serving their term, at least one year must pass before a member is eligible for re-election. Initially, one shall be elected to serve for a three-year term, one shall be elected for a two-year term, and one for a term of one year.

Qualifications: Trustees shall be members in good standing of Hebron Baptist Church, 18 years of age or older, active in the ministries of the church, a committed tither, adhere to the Statement of Faith in Article III of this document and faithfully and enthusiastically support the ministry goals of the church.

ARTICLE IX LEAD PASTOR

By virtue of his calling and office, the Lead Pastor is the spiritual leader of the Hebron Baptist Church and Chief Executive Officer of the Corporation. He shall be elected for an indefinite period of time and may terminate his position with the church by a notice of thirty days or more or less by mutual consent or the church may dissolve the relationship by the same notice.

The church may dissolve the relationship with the Lead Pastor if circumstances dictate. Such action shall take place at a meeting called for that purpose with at least two (2) weeks' notice given to the members in the same manner as required for a church administration meeting. The meeting may be called only upon the recommendation of a five-sixths (5/6) affirmative vote of the Elders at a duly called meeting moderated by the Vice-Chairman. The vote to dissolve the relationship with the Lead Pastor shall be by written ballot with three-fourths (3/4) affirmative vote of those members present.

In the event of a vacancy in the position of Lead Pastor, a Lead Pastor Selection Team consisting of six (6) persons shall be elected by the church in a called church administration meeting from nominations made by the Elders. The team shall consist of two Elders and four lay members. The Lead Pastor Selection Team, at their discretion, shall select a Transitional Lead Pastor or Pastors to serve in the interim period between Lead Pastors. The Lead Pastor Selection Team shall consider the scriptural qualifications of potential Lead Pastors. After due consideration and consultation with the Finance Team concerning compensation and benefits, the Lead Pastor Selection Team shall recommend a man to the church for approval or disapproval by written ballot. Only one name will be considered at a time. Approval by at least a three-fourths (3/4) majority of those members present and voting represents the acknowledgment of God's calling of the Lead Pastor.

The Lead Pastor and Elders are responsible for leading the church to function as a New Testament church. As spiritual leaders of the church, he and the Elders shall lead the congregation and church organizations to perform their tasks. The Lead Pastor and Elders are the leaders of pastoral ministries in the church. As such, he works with the Elders, and church staff to:

1. Lead the church to engage in a fellowship of worship, prayer, witness, education, ministry, and application
2. Proclaim the gospel to believers and unbelievers
3. Care for the church's members and other persons in the community

The Lead Pastor shall be the chief administrator of the church ministerial staff and administrative and support staff. In addition, the Lead Pastor shall serve as an ex-officio member of all church Teams. He may appoint another member of the church staff to share his administrative and Team responsibilities.

The Lead Pastor and Elders will be responsible for the church staff. Each staff member serves at the will of the Lead Pastor and Elders. The Lead Pastor and Elders may, within the confines of

the adopted budget, add, remove, replace, or realign existing staff positions as they deem necessary and appropriate.

ARTICLE X CHURCH MINISTRIES

The ministries of the church are to be consistent with the Statement of Faith in Article III of this document. They are to be under the supervision of the Lead Pastor and Elders or their designated church staff member. For a ministry to be considered a ministry of the church, it must be under the Scriptural authority of the church to ensure appropriate accountability, integrity, and management of such ministries.

ARTICLE XI GENERAL

SECTION 1. LICENSING, ORDINATION AND COMMISSIONING

1. Any man who, in the judgment of the pastoral leadership, gives evidence by his faithfulness, zeal, and understanding of sound Christian doctrine that he is called by God to the work of the ministry, after being examined and approved by the Lead Pastor and Elders, may be licensed to preach the Gospel of Christ. Upon licensing, the newly licensed minister shall have the authority under the supervision of the Lead Pastor and Elders to preach the gospel, minister to the members, baptize believers, serve communion, perform weddings, lead worship, and perform other ministerial duties approved by the Lead Pastor and Elders.
2. If the Lead Pastor and Elders discern among the men of the church one who possesses the biblical, spiritual, and educational qualifications for ordination as stated in 1 Timothy 3:1-7 and Titus 1:6-9, they shall call together the ordained men of the church to examine the candidate. After the examination and upon the recommendation of the Lead Pastor and Elders, a public service shall be held at which time the candidate shall be ordained by the laying on of hands. Upon ordination, the newly ordained pastor shall have the full blessing of the church to preach, lead as pastor, baptize, serve communion, perform weddings, lead worship, and perform other ministerial duties as led by the Lord and the local church.
3. Commissioning for ministry is the recognition by the church that a man or woman has been called by God and is qualified for Christian ministry. Anyone who, in the judgment of the pastoral leadership and Elders, gives evidence they have been called by God and are qualified for Christian ministry may be commissioned in ministry subject to the conditions established by the church. Commissioning is distinct from licensure and ordination and is the recognition by the church of the call of God upon a person's life to an ongoing ministry or for a defined purpose and period of time. A certificate of commissioning may be issued to candidates involved in the local church, parachurch, or mission organizations, where the church views such recognition as appropriate.

SECTION 2. DESIGNATED CONTRIBUTIONS

From time to time the church, in the exercise of its religious, educational, and charitable purposes, may establish various funds to accomplish specific goals. Contributors not giving to these established funds may suggest uses for their contributions, but all such suggestions shall be deemed advisory rather than mandatory in nature. No fiduciary obligation shall be created by any designated contribution not made to a church-established fund.

SECTION 3. FISCAL YEAR

The church hereby adopts the calendar year as its fiscal year. Unless otherwise stated at the time of their election all terms of office for, Trustees and standing team members shall begin on January 1.

SECTION 4. ADOPTION OF CONSTITUTION AND BYLAWS

These bylaws shall be considered adopted and will become effective upon the affirmative vote of two-thirds (2/3) of the members present at a duly called church administration meeting. The adoption shall affect a repeal of all previously adopted bylaws and rules in conflict herewith.

ARTICLE XII INDEMNIFICATION

SECTION 1. ACTIONS SUBJECT TO INDEMNIFICATION

The church may indemnify any person who was a party to or is a party to or is threatened to be made a party to any threatened, pending, or complete action, suit, or proceeding, whether civil, criminal, administrative, or investigative, including all appeals (other than an action by or in the right of the church) because the person is or was a Pastor, 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 or her 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, concerning any criminal action 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, the best interests of the church and, concerning any criminal action or proceeding, had no reasonable cause to believe that his or her conduct was unlawful.

SECTION 2. EXPENSES SUBJECT TO INDEMNIFICATION

To the extent that a Pastor, 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, reasonably incurred by him or her in connection with the action, suit or proceeding.

SECTION 3. LIMITATIONS OF INDEMNIFICATION

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, officer, employee, or agent is proper in the circumstances because he has met the applicable standard of conduct outlined in Section 1 of this Article. The determination shall be made (a) by a majority vote of the Elders members who were not and are not parties to or threatened with the action, suit, or proceeding; (b) if a majority vote of disinterested team members so directs, by independent legal counsel in a written opinion; or (c) by a majority vote of the members of the church.

SECTION 4. TIMING OF INDEMNIFICATION

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 Elders in the specific case, on receipt of an undertaking by or on behalf of the Pastor, officer, employee or agent to repay the amount.

ARTICLE XIII

ARBITRATION

The church believes that the Bible commands Christians to make every effort to live at peace and to resolve disputes with each other in private or within the Christian Church (see Matthew 18:15-20; 1 Corinthians 6:1-8). Therefore, the church strongly encourages that any claim or dispute by or against a standing team member, trustees, ministers, staff, employees, agents of the church, volunteers, church members or their families, or vendors, be resolved by biblically-based conciliation and, if necessary, arbitration by the Rules of Procedure for Christian Conciliation of the Institute for Christian Conciliation (a complete text of the Rules is available at www.peacemaker.net), or any similar Christian-based dispute resolution program adopted by the Elders. The mediation, conciliation, and arbitration process is not a substitute for any disciplinary process outlined in the Bylaws of the church and shall in no way affect the authority of the church to investigate reports of misconduct, conduct hearings, or administer discipline of members.

**ARTICLE XIV
TAX-EXEMPT PROVISIONS**

SECTION 1. PRIVATE INUREMENT

No part of the net earnings of the church shall inure to the benefit of or be distributed to its members, directors, officers, trustees, or other private persons, except that the church shall be authorized and empowered to pay reasonable compensation for the services rendered and to make payment and distributions in furtherance of the proposes outlined in these bylaws.

SECTION 2. POLITICAL INVOLVEMENT

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.

ARTICLE XV AMENDMENTS

These Bylaws may be amended at any duly called church administration meeting by two-thirds of the church members present or with prayerful consideration by a unanimous vote of the entire Elder Board in the interim if deemed advantageous to the efficiency of the overall church mission and program.

Amended 11/12/2024