North Hills Church
Bylaws
Adopted 1993
(Revised 11/14/21)

Article I NAME

This local expression of the body of Christ shall be called North Hills Church (NHC).

Article II PURPOSE

The purpose of NHC is to be a local group of baptized believers who glorify God through unified Christ-likeness (Acts 2:41; Ephesians 4:11-16). Our method of pursuing this purpose is as follows:

- to magnify God through gospel-fueled personal and public worship (Romans 15:6)
- to build one another up through service, fellowship, accountability, and teaching (1 Corinthians 5; James 1:27; Ephesians 4:12)
- to evangelize the world through living, preaching, and teaching the Word of God (Matthew 28:19, 20)

Article III AUTHORITY

The elder board will look to the 66 books of the Old and New Testaments as the recorded Word of God and the only authoritative text upon which to base the church's theological beliefs. Any doctrinal statement of the church will be established by the elder board and may be amended only by unanimous consent of the elders and affirmation of the congregation as outlined in Article IV, Section 3.

All decisions made by the elder board shall be within the limitations of the bylaws.

Article IV MEMBERSHIP

Section 1. Purpose and Prerequisites

Membership in NHC is for the purpose of living out who we are in Jesus. Therefore, joining NHC is identifying with brothers and sisters, affirming to whom we are accountable, acknowledging over whom the leaders are watching, and uniting with whom we commit to serve (Acts 20:28; Hebrews 10:24,25; 13:17; 1 Peter 4:8-11). Confession of faith and baptism are the prerequisites of membership. We practice believers' baptism and baptize by immersion (Acts 2:41; Matthew 28:19). All potential members of NHC are asked to read and sign the membership covenant. Members must be sixteen years of age to vote.

Section 2. Procedure

Prospective members shall do the following:

- Complete a training process addressing NHC doctrinal statement, practices, bylaws, and membership covenant

- Participate in an elder-overseen interview to ensure eligibility for membership and to sign the membership covenant

Section 3. Responsibilities

The responsibilities of members of NHC are fully outlined in the membership covenant, and include (but are not limited to) the following:

- Attendance and participation in the church corporate worship gatherings
- Personal discipleship and disciple making, generally through community
- Financial giving according to member's ability and the dictates of his/her own conscience
- Prayerful submission to the leadership and authority of the elders of the church

The elder board will seek the affirmation of the members in a called meeting on matters of

- the purchase/sale of real estate
- the annual budget
- amendment of the bylaws or doctrinal statement
- installation of a new elder
- other actions deemed major and extraordinary by the elder board

All items above will be communicated to the church members not fewer than two weeks prior to the meeting.

Section 4. Removal

Members of the church will be removed from membership for reasons of

- death
- the member's request for removal
- member inactivity in excess of six months
- the elder board's decision based upon the process of church discipline for the cause of unrepentant sin. See church discipline policy statement.

Members seeking to withdraw their membership from NHC are requested to contact an elder and personally communicate this intent. A request for removal from membership by an individual currently undergoing the church discipline process will not be recognized.

Article V STATEMENT OF FAITH

(See separate document.)

Article VI CHURCH MEETINGS

Section 1. Weekly Services

NHC holds services on Sunday and any other day deemed beneficial to the needs of the body.

Section 2. Business Meetings

2.1. Meetings
There shall be an annual meeting of the membership held for the purpose of providing financial and ministry reports, approving the budget, and conducting other appropriate business. Time and place shall be announced publicly to the congregation and/or in written form at least two weeks prior to the meeting date. Additional meetings may be scheduled at the discretion of the elder board.

2.2. Decisions
A congregational quorum shall consist of thirty percent (30%) of all voting members. Once a quorum has been established, a two-thirds majority of votes cast is required to approve a motion.

Article VII LEADERSHIP

Section 1. Elders

1.1. Powers
Subject to the limitations of these bylaws, all the activities and affairs of NHC shall be exercised by or under the direction of the elder board, who is responsible for the shepherding and the spiritual oversight of the membership (Acts 20:28; Hebrews 13:17). Members of the elder board are equal in authority regardless of the position they hold in the utilization of their particular gifts.

1.2. Number
The Elder Board shall be comprised of between three and twelve men who meet the biblical qualifications. The elder board will be comprised of a combination of non-staff and staff elders. Additional elders serve in various capacities.

The elder board shall appoint a chairman, vice-chairman and secretary each year. The teaching pastor shall not be chairman of the elder board.

1.3. Selection
Candidates earnestly desiring the office of elder shall be carefully examined as to their qualifications (see Section 1.4.) and support of the bylaws and doctrinal statement.

The following steps are the process by which the elder board evaluates an individual to discern God's hand upon his life and to discern his qualifications for leadership:

1. Consideration – The elder board agrees that an individual has the potential for leadership and thereby assumes the responsibility with the congregation to earnestly seek confirmation from the Lord (Acts 13:2). This step may be initiated by the nominee (1 Timothy 3:1).
2. Demonstration – After careful preparation, the elder board will present the nominee publicly to the congregation. In the given amount of time, the people may go to the nominee first with qualification questions or concerns, and then, if necessary, present these biblical concerns to the elder board.
3. Presentation – After hearing the concerns of the people, if any, the elder board may present the candidate to the congregation for affirmation (in accordance with Article VI, Section 2.2.) as one whom God has qualified for ordination (Acts 15:22).

1.4. Qualifications
Each member of the elder board must have been a member of NHC for at least a year and must have demonstrated leadership qualities in ministry. Elders must possess the qualifications described in 1 Timothy 3:1-7 and Titus 1:6-9.

1.5. Accountability
Elder accountability is first and foremost unto God (1 Peter 5:1-5). It is mandatory, however, that the elders be accountable to one another and to the congregation. Accountability between elders and before the people must always be consistent with Matthew 18:15ff and 1 Timothy 5:19. Church members may attend elder board meetings if the member has notified the chairman of the elder board. The chairman may reserve a part of the meeting for confidential business.

1.6. Decisions of the Elder Board
Decisions shall be reached after prayerful consideration only by consensus of the elder board in a spirit of humility with each elder regarding one another before himself consistent with our elder covenant (except in cases of removal, see Article VII 1.11).

In cases of normal business, a quorum consists of a majority of elders present.

1.7. Non-Staff Elders and Staff Elders
Non-staff elders are defined as those elders who are not in the employ of the church as a regular part-time or full-time staff member. Staff elders, or pastors, are defined as those elders who are in the employ of the church as a regular part-time or full-time staff member. Non-staff elders shall not receive compensation or salaries for their service, but they may be reimbursed for expenses incurred in their service to the church. Staff elders may receive reasonable compensation for fulfilling their vocational responsibilities as employees of the church.

The teaching pastor is a staff elder and is responsible to the elder board for the preaching of the Scriptures and shall oversee the corporate gathering of NHC and the administration of the ordinances (Baptism and Lord's Supper).

1.8. Terms
Non-staff elders who serve on the elder board are appointed to serve a term of three years with a maximum of two terms in a row. After two terms, non-staff elders must have at least one year off prior to eligibility for another term. The length of service should be so arranged that no more than a third of the elder board shall expire each year. Staff elders serve for an indefinite period of time, at the discretion of the elder board.

If the elder board determines that an elder needs an extended rest for a season because of a legitimate need (e.g. personal request, illness, tragedy), then that elder may transition to being an inactive elder for a set period of time as determined by the elder board.

1.9. Delegation of Deacons
The elder board shall appoint deacons as delineated in Article VII, Section 2.

1.10 Hiring
Additional church staff may be hired at the discretion of the elder board or the hiring teams they create.

1.11 Removal

Consistent with the elder covenant, any elder may be dismissed for reasons of

- death
- the elder's resignation
- the elder board's unanimous consent

Additionally, elders may be removed based upon the exercise of church discipline for the cause of unrepentant sin, with the caveat that the elder under consideration may not participate in the decision. Any accusation of sin against an elder must be made in accordance with 1 Timothy 5:19. Staff elders may be dismissed with a 30-day notice, except in cases in which the staff elder is rendered unqualified. A staff elder shall give a 30-day written notice prior to his resignation.

Section 2. Deacons

2.1. Purpose

Deacons are servant-leaders who facilitate a broad and diverse range of congregational care with a particular emphasis on the poor, the widow, and the marginalized. They provide practical leadership within the church to ensure excellent care for every member of the body. Deacons are to emulate our Lord's example of humble, loving service to people within the church under the direction of the elder board.

2.2. Qualifications

Deacons, both male and female, must meet the qualifications outlined in 1 Timothy 3:8-13.

2.3. Selection and Terms

Deacons shall be appointed by and accountable to the elder board. Length of deacon terms are determined according to need, on a case-by-case basis, by the elder board.

Article VIII FINANCES

Section 1. Income

NHC will be primarily supported by the tithes and offerings of its people, who give as God prospers and according to His leading (2 Corinthians 9:6-7).

Section 2. Leadership

A director of finance shall be appointed by the elder board, and along with his/her team shall be responsible for financial records and shall provide periodic reports to the elder board. Financial reports can be made available for members upon request.

Section 3. Budget

The annual budget will be prepared by a director of finance and his/her team and approved by the elder board prior to being submitted to the congregation for approval. The proposed budget will be made available to the congregation a minimum of one week prior to the annual meeting.

Section 4. Elder Designated Spending

The Elder Board may not spend more than one tenth of one percent (0.1%) of the annual gross budget per month of available funds without congregational approval (i.e. non budget items).

Section 5. Missions Giving

NHC shall give a minimum of fifteen percent (15%) of all undesignated tithes and offerings to missions with a goal of increasing that percentage.

Article IX DISSOLUTION

In the event of dissolution, the assets of NHC will be distributed in accordance with a plan of distribution adopted by the elder board and approved by the congregation (simple majority vote). No part of the assets of NHC shall benefit any elder, deacon, member, donor or private individual. All assets must be distributed to one or more non profit organizations whose purpose is consistent with that of NHC, and such organization(s) must be duly recognized by the Internal Revenue Service. Dissolution shall be only by three-fourths vote of the voting membership at a special meeting called for that purpose.

Article X AMENDMENTS

Amendments to these bylaws must be approved by a two-thirds majority of the voting members at a regular business meeting. Proposed amendments must be approved by the elder board and be publicly presented to the congregation at least two weeks in advance of the meeting.

Article XI DEFINITION OF MARRIAGE

Because NHC exists for the glory of God, for the good of the city, and to extend hope to others through the gospel, NHC defines marriage in a manner consistent with those purposes as determined by our Elder Board based on their deeply held theological convictions. Marriage is an exclusive covenant union in which God joins one man and one woman together for life (Matthew 19:4-6). NHC's definition of marriage is not self-generated, but consistent with that defined by God in the Scriptures as interpreted by our Elder Board. As such, it reflects both God's nature (Genesis 1:26-28; 2:18-24; 1 Corinthians 11:3) and God's mission on earth through the gospel (Ephesians 5:31-32). NHC is bound by the very nature and purposes of God to define and strengthen marriages in such a manner.

Article XII ACCEPTABLE USE POLICY

Any property owned by NHC is to be used in a manner consistent with all previous articles and will not be used in a manner inconsistent with those purposes as determined by the elder board. Use of the facility is to be consistent with NHC's theology, mission, and practice, and is subject to the discretion of our elder board.