

BY-LAWS OF HAYWOOD BAPTIST ASSOCIATION, INC.

ARTICLE I—NAME

Haywood Baptist Association, Inc. (Here after referred to as the “HBA” or “Association.”)

ARTICLE II—PURPOSE

The purpose for which this corporation is organized is to operate and function in all its religious, charitable, and educational dimensions including, but not limited to, the following purposes:

To assist the churches to be in fellowship and on mission both individually and together through:

**PROCLAMATION:** of the good news of Jesus Christ in their community and throughout the world under the leadership of the Holy Spirit.

**EVANGELISM:** to be instrumental in developing, promoting, and supporting an ongoing evangelism program as stated in Matthew 28:19.

**DISCIPLESHIP:** to be instrumental in assisting churches in training their members.

**MISSIONS:** to assist churches in going on mission together as stated in Acts 1:8 and Matthew 28:16-20.

**NURTURE:** to encourage churches to provide a nurturing atmosphere for Christian growth by equipping their members in a vital, growing relationship with Jesus Christ, and to provide opportunities for togetherness among the churches.

**CARE:** to open avenues for churches to come together for the purpose of caring for and being empathetic to the task of ministering unselfishly to all persons in the name of Jesus Christ.

**COOPERATION:** to cooperate with other associations and organizations, the Baptist State Convention of North Carolina and the Southern Baptist Convention.

ARTICLE III—BELIEFS

Baptists cherish and defend religious liberty, and deny the right of any secular or religious authority to impose a confession of faith upon a church or body of churches. We honor the principles of soul competency and the priesthood of believers, affirming together both our liberty in Christ and our accountability to each other under the Word of God.

Baptists are a people of deep beliefs and cherished doctrines. As an Association of churches of like faith and practice, we collectively affirm a statement of faith as a witness to our beliefs and a pledge of our faithfulness to the doctrines revealed in Holy Scripture.

Foundational to every doctrine is our unwavering belief that the Holy Bible was written by men divinely inspired and is God's revelation of Himself to man. It is a perfect treasure of divine instruction. It has God for its author, salvation for its end, and truth, without any mixture of error, for its matter. Therefore, all Scripture is totally true and trustworthy. It reveals the principles by which God judges us, and therefore is, and will remain to the end of the world, the true center of Christian union, and the supreme standard by which all human conduct, creeds, and religious opinions should be tried. All Scripture is a testimony to Christ, who is Himself the focus of divine revelation.

A full expression of our statement of faith is the Baptist Faith and Message 2000 as adopted by the Southern Baptist Convention.

Regarding Marriage and Sexuality:

A. It is the biblical position that marriage is the covenant, complementary union of one man, born and remaining a man, and one woman, born and remaining a woman, in permanent sacred commitment.

B. Though various cultures and customs have shifting definitions of marriage, it is God alone who has ultimate authority to prescribe and describe the marital relationship, and He does so through His Word, the Holy Scriptures (Genesis 2:24, Matthew 19:1-9, Mark 10:1-12).

C. Furthermore, sexual intimacy is only properly exercised and pursued within the confines of this marital relationship. Sexual immorality, defined as any sexual activity outside of the boundaries of the sacred marital relationship between one man and one woman, is clearly and expressly prohibited by the Lord (Matthew 15:19, 1 Corinthians 6:9-11, 1 Thessalonians 4:3, Hebrews 13:4).

D. As a consequence, the Association regards any and all forms of sexual immorality, including, but not limited to, adultery, fornication, homosexuality, bisexuality, bestiality, incest, polygamy, pornography, or even lustful intent toward one of these, as sinful and ultimately unsatisfying. Because of the degeneration of the unregenerate, sinful human heart, sadly this list cannot be considered exhaustive (Romans 1:24-32).

E. Moreover, the Association also regards as sinful the intent or desire to surgically alter one's biological sex to a different sex. Since the body is a creation of God, the church holds sexual identity to be biologically determined, and associated gender norms are to be observed as appropriate to biblical standards. Disagreement with one's biological sex only leads to spiritual confusion and emotional chaos (Genesis 1:27, Romans 1:26-32, 1 Corinthians 6:9-11).

F. Though sinful sexual expression is egregious (as is all sin), the gospel provides redemption and restoration to all who confess and forsake their sin, seeking mercy and forgiveness through Jesus Christ (1 Corinthians 6:9-11, Ephesians 2:1-10, Titus 3:3-7).

G. This section provides the Scriptural basis for the never changing truth of God and does not provide grounds for bigotry, bullying or hate, as we fully believe that every person must be

afforded compassion, love, kindness, respect and dignity, regardless of his or her lifestyle. Hateful and harassing behavior or attitudes directed toward any individual are to be repudiated as sinful and are not in accordance with the Scriptures nor the doctrines of the Association.

However, the uncompromising truth of the Word of God shall not be limited in any fashion.

H. This section specifically gives the leadership of the Association the right and authority to prohibit acts or omissions, including but not limited to (a) permitting any Association assets or property whether real property, personal property, intangible property, or any property or assets of any kind that is subject to the direction or control of the Association, to be used in any manner that would be—or, in the sole determination of the Leadership of the Association, could be perceived by any persons to be—inconsistent with this doctrine on Marriage and Sexuality; and (b) permitting any Association facilities to be used by any person, organization, corporation, or group that would or might use such facilities to convey , intentionally or by implication, what might be perceived as a favorable impression about any definition of marriage and sexuality other than that contained in this Article.

I. Furthermore, in order to preserve the function and integrity of the Association, and to provide a biblical, gospel-centered example to cooperating churches and the community, it is imperative that all persons employed by the Association in any capacity or any cooperating church united to this Association in membership should abide by and agree to this Section and conduct themselves accordingly. In the event of a departure from this Section, whether by intent or by bona fide implication, the Association shall seek repentance and restoration from the Employee and/or cooperating church through the discipline process as revealed in Scripture (Matthew 18:15-18, 1 Corinthians 5:1-13, Galatians 6:1) and outlined in these By-Laws. Employees are also subject to the Employment Policies and Procedures of the Association.

J. The Association’s belief on Marriage and Sexuality is based upon God’s will for human life as conveyed to us through the Scriptures, upon which this Association has been founded and anchored, and this article shall not be subject to depreciation or reduction in the doctrinal orthodoxy or intent found herein through popular vote; referendum; prevailing opinion of Board Members or the general public; influence of or interpretation by any government authority, agency, or official action; or legal developments on the local, state, or federal level.

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#### ARTICLE IV—Government

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A. The board meetings of the Association shall be conducted according to the latest edition of “Robert’s Rules of Order,” where not otherwise specified in these By-Laws. In cases where the meeting may not be clear, the Moderator shall exercise his discretion, subject to the appeal to the Association.

B. The business of this Association shall be transacted by the Associational Officers and the elected Board Members from each cooperating church when in session.

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#### ARTICLE V—AFFILIATION

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A. This Association declares itself to be voluntary in full cooperation with the Baptist State Convention of North Carolina and the Southern Baptist Convention, and shares in the privileges and assumes the responsibilities of this voluntary association.

B. Any action to withdraw from fellowship with these bodies shall require a three-fourths (3/4) majority vote of the Board Members present and voting at the annual meeting, or at a specially called meeting for such a purpose.

## ARTICLE VI—MEMBERSHIP

This Association shall be composed of cooperating Southern Baptist Churches in Haywood County, and shall be the sole judge of its membership and may receive churches, or reject churches, according to its By-Laws.

A. A church desiring membership in the Association shall apply to the Associational Officers. If recommended by the Associational Officers and accepted by the Board Members in the meeting, the applying church shall come under the watch-care of the Association for a period of 6 months. At the end of 6 months, upon recommendation of the Associational Officers, membership shall be determined by three fourths (3/4) majority vote of the Board Members. During this period the applying church shall be entitled to all rights and privileges of the Association, except their members shall hold no office or vote.

B. The application process for membership is, in order:

1. The pastor and appropriate leadership of the applying church shall meet with the Associational Officers to discuss terms of membership and other items of mutual interest to both parties. A written statement reflecting the beliefs and practices of the applying church shall be presented at this meeting.

2. After receiving a letter of recommendation from the Associational Officers, the applying church shall take formal action, according to their polity. Documentation of this action must be provided to the Association prior to entering into watch care.

3. The pastor and appropriate leadership must be present at the quarterly meeting in which the vote for membership will be held.

C. Additional requirements of a church plant desiring membership in the Association are:

1. Be under sponsorship of one or any of the following: another Southern Baptist Church, the Baptist State Convention of North Carolina, or the Southern Baptist Convention,

2. Be constituted as a church before application is made.

D. Additional requirements of a new church as a result of a church split:

1. If an applying church is a result of a church split, no action will be taken until the applying church and the original church is restored to a documented friendly basis, unless evidence can be provided to prove that a good faith effort on the part of the applying church has been made to bring about the restoration of

fellowship, and the original church has refused to do its appropriate part for restoration.

E. Churches may withdraw from the membership of this association in the following ways:

1. Request by letter to unite with another association of like faith and order.
2. Written request that their name be removed from the membership.

F. Churches may be removed from membership of the association, and/or disciplined, for the following reasons:

1. A church that teaches and/or practices beliefs contrary to Article III,
2. For repeated refusal to submit an Annual Church Profile provided by this Association, giving full information and statistics requested on the form.
3. For failure to contribute financially to the support of this Association, over a period of one (1) year.

G. Discipline and removal of a church from membership:

1. Biblical steps of discipline and restoration, according to Matthew 18 and Galatians 6, shall be applied to all situations.
2. The Associational Officers shall initiate matters of discipline and removal of a church from membership.
3. No action for removal will be taken until every effort is made by the Associational Officers to restore Fellowship.
4. Any action to be taken concerning removal of any church from membership will be brought to a quarterly board meeting upon recommendation of the Associational Officers. A three-fourth (3/4) majority vote of the Board Members shall be required to remove a church from membership.

H. Board Members:

1. Each Board Member shall be a member of the cooperating church of which he/she is representing.
2. Each church shall be entitled to three (3) Board Members, which shall include the senior pastor and two additional Board Members.
3. Each church shall notify the Association, upon appointment and/or changes, of the names and addresses of their Board Members a minimum of two weeks before the next occurring quarterly meeting.
4. Board Members from churches who have failed to contribute financially to the support of this Association, over a period of one (1) year, may participate in meeting discussions but will be censured from vote.

## ARTICLE VII--MEETINGS

A. Regular Meetings:

1. The Association shall meet quarterly on or as close to the second Tuesday of the first month of each quarter except for the Annual Meeting which will occur in October.
2. The Association year is November—October

B. Special Called Meetings:

1. Special meetings of the Board Members may be called by the Associational Officers

provided proper notification is given. Notification must be given to pastors and Board Members fourteen (14) days, in advance of the Special Called Meeting.

C. Quorum for a Regular or Special Called Association Meeting of the Board Members

1. Quorum shall be established for each meeting.
2. Quorum shall consist of elected Board Members present, as defined in Section VI. H, from active member churches in the Association in good standing. For the purpose of this determination, an active member church shall be one who is financially participating in the support of the Association, and a church in good standing is a church not under discipline as defined in Section VI. F.

ARTICLE VIII—VOTING AND ELECTIONS
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A. Voting:

1. The votes shall be taken by ballot, by voice, by rising, by show of hands, by general consent, or by some other acceptable method.
2. In order to vote, a Board Member must be present at the time the vote is taken.
3. Voting by proxy is not permitted.

B. Elections:

1. All nominees for positions of leadership shall be recommended by the Associational Officers at the Annual Association Meeting for vote of affirmation by the Board Members.
2. The following exceptions apply:
  - a. Vacancies which occur between Regular Meetings of the Association. These vacancies shall be filled upon the recommendation of the Associational Officers to the Board Members for approval at the next Regular Meeting.
  - b. Parliamentarian shall be appointed by the Moderator.
3. a three-fourth (3/4) majority vote shall be required only for the following:
  - a. Changes in relationship to Baptist entities.
  - b. Election or Dismissal of Associational Mission Strategist.
  - c. Changes in Articles or By-Laws.
  - d. Dissolution of the Corporation.
  - e. Admission or dismissal of member churches.

C. The Moderator and the Associational Mission Strategist shall be ex-officio members of all teams.

ARTICLE IX—OFFICERS, TRUSTES, AND PARLIAMENTARIAN
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A. Associational Officers

1. The Officers of this Association (Associational Officers) shall consist of four pastors actively serving a church within the Association, two Board Members, as defined in Article VI.H. and the Moderator.
  - a. Moderator.

- i. He shall be nominated by the Associational Officers and affirmed by the Board Members in the October Association Meeting. He shall serve as the chairman of the Associational Officers.
    - ii. He shall preside over all meetings of the Association according to these Articles and By-Laws. In the event the Moderator cannot preside over a meeting, the Associational Mission Strategist will preside or appoint someone to preside over the meeting.
    - iii. He shall have the authority to appoint the initial Associational Officers.
    - iv. He shall have the authority to appoint special committees and/or teams with the affirmation of the Associational Officers.
    - v. He shall serve a one-year term with no greater than four consecutive terms. A one-year sabbatical from serving as the Moderator will be required after serving four consecutive terms.
    - vi. He shall instruct the AMS or another appointee to send annual report forms (Annual Church Profiles, ACP) to the member churches at least two months before the Association's October meeting, distribute at the October meeting copies of the digest of these reports, make an accurate record of the proceedings of the Association.
  - b. Clerk. Appointed by the Moderator for a one-year term.
    - i. Shall maintain minutes of the Associational Officers meetings.
  - c. Treasurer.
    - i. Shall render an accurate report of receipts and disbursements and distribute the same upon request of the Moderator, Associational Officers, and at all Association meetings.
    - ii. Shall oversee the receiving and depositing of all funds of the Association disbursement of the same on instructions from the Associational Officers, or as designated in the budget.
    - iii. Shall oversee financial consultants and/or contractors.
2. Associational Officers shall act on behalf of the Board Members between Association meetings in conformity with the expressed decisions of the Association and in cooperation with the AMS.
3. The Associational Officers, in cooperation with the AMS, shall set the Associational Calendar annually.
4. The Associational Officers shall provide Stewardship, Personnel, and Nominating leadership in accordance with these By-Laws and the Association's Policies and Procedures Manual.
5. Length of Term
  - a. With the exception of the Moderator, Associational Officers shall serve a four-year term followed by a one-year sabbatical.
  - b. An Associational Officer may serve as Moderator after serving 2 years.
  - c. Associational Officers will progressively rotate from service such that not more than two Associational Officers, excluding the Moderator, are being replaced each year.

6. New Associational Officers shall be nominated by the present Associational Officers and affirmed by the Board Members at the October Association Meeting, or if a vacancy occurs candidates may be presented at quarterly meetings.

B. Trustees.

1. Trustees shall execute all legal matters of the Association as directed the Board Members.

2. The number of Trustees shall be three (3). They shall serve for a term of four years.

3. Trustees shall be nominated by the Associational Officers and elected by the Board Members at the October Association Meeting, or if a vacancy occurs candidates can be presented at quarterly meeting.

4. Trustee meetings shall be held as necessary to execute any legal matters. A quorum shall be a majority of trustees present following proper notice of meeting.

C. Parliamentarian

1. Shall be appointed by the Moderator at each Association Meeting.

2. Shall advise and assist the presiding over of the Association with respect to all matters involving proper parliamentary procedure as requested by the Moderator or presiding officer.

ARTICLE X—MINISTRY TEAMS
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A. Ministry Teams shall be established by the Associational Officers and shall function to meet the needs, promote the purposes, and advance the mission efforts of the association.

B. Duties and responsibilities of the Ministry Teams and their leadership will be covered in the Association's Policies and Procedures Manual.

C. Ministry Team Leadership

1. Ministry Team leaders shall be an active member in good standing, serving in a church within the Association.

2. Ministry Team leaders shall be nominated by the Associational Officers and affirmed by the Board Members at the Annual Association Meeting.

3. Vacancies occurring during the year will be filled by the Associational Officers. These vacancies shall be filled upon the recommendation of the Associational Officers to the Board Members for approval at the next Regular Meeting.

ARTICLE XI—STAFF OF THE ASSOCIATION
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A. All Staff, whether paid or volunteer, are expected to abide by the Policies and Procedures Manual.

B. All Staff shall have a background check to protect the Association.

C. Associational Mission Strategist (hereafter identified as AMS)

1. It shall be the principal function of the AMS to lead this association to fulfill its mission, faithfully, effectively, efficiently, and lovingly. The five-point responsibility of the AMS is to serve the churches of the Association as a (1) Mission and Evangelism Strategist, (2) Encourager to Pastors and Churches, (3) Fellowship Catalyst, (4) Church Revitalization Missionary, and (5) Administrator of the Association.

2. Calling the AMS

- a. When it becomes necessary to fill the office of the AMS, the Associational Officers shall name a Search Team of five (5) members, to be approved by the Board Members whose purpose will be to recommend candidates to fill this vacancy. This Search Team shall consist of three (3) active Associational Pastors and two (2) elected Board Members.
- b. Only the Search Team may bring a nomination to the Associational Officers for this position.
- c. The Search Team shall:
  - i. Maintain complete confidentiality until after the Associational Officers have affirmed the candidate for presentation to the Board Members.
  - ii. Submit written qualifications to the Board Members.
  - iii. Submit a recommended salary and benefits package. The total salary and benefits package shall be established by the Associational Officers at the outset of the Search Team's efforts.
  - iv. List any negotiated changes that are a variance with the current Personnel Policies of the Association.

3. Calling an AMS shall require:

- a. Recommendation of the Search Team to the Associational Officers. Associational Officers must be in full agreement with the proposed candidate.
- b. Recommendation by the Board Members by a three-fourths (75%) majority vote. In the event a three-fourths majority by hand vote is not clear to the Moderator, a written ballot will be received.
- c. Should the candidate fail to receive the recommendation of the Board Members, the Search Team's job will be complete, and a new Search Team will be elected and instructed to seek out another candidate for the position of AMS.

4. Accountability:

- a. The AMS is accountable ultimately to the Lord Jesus Christ. He is also accountable to the Board Members as the representative of the Association. Direct supervision is provided to the AMS by the Associational Officers.

5. Termination of the AMS:

- a. The termination of the AMS may be initiated by the Associational Officers or by a motion made and a seconded at a meeting of the Board Members as described below.
- b. All recommendations relative to this Section require a three-fourths (75%) majority vote. In the event a three-fourths majority by hand vote is not clear to the Moderator, a written ballot will be received.
- c. The Associational Officers may bring a motion to the Board Members at a Regular or Special Called Meeting to terminate the AMS.
- d. Any Board Member motion made and seconded to terminate the AMS at a Regular Meeting shall be handled in the following way:
  - i. The motion shall be referred to the Associational Officers.
  - ii. The Associational Officers shall consider the motion, interview the AMS,

apply the appropriate actions of the Policies and Procedures Manual, and bring a recommendation to the Board Members for vote within thirty (30) days through a Special Called Meeting.

iii. The Associational Officers may recommend termination, discipline, or non-termination.

iv. If the Associational Officers' recommendation not to terminate is not sustained, then a Board Member may then make a motion from the floor to terminate the AMS. If the motion is seconded, a vote will be taken to terminate the AMS. If the motion passes, the AMS shall be terminated.

6. Salary and Benefits: Changes in the AMS' salary and benefits package will be recommended by the Associational Officers to the Board Members, as part of the Association's Annual budgeting process.

7. Responsibilities: The duties of the AMS shall be set forth in the Policies and Procedures Manual and the AMS will have authority to hire or terminate all staff in consultation with Associational Officers.

#### D. Administrative Assistant

1. It shall be the principal function of the Administrative Assistant to provide secretarial and administrative support to the Association and its related teams, the AMS, and staff of the Association.

2. Accountability: The Administrative Assistant is accountable to the Associational Officers through the AMS who will provide day-to-day supervision and evaluation.

3. Responsibilities: The duties of the Administrative Assistant shall be set forth in the Policies and Procedures Manual.

4. Compensation will be set by the Associational Officers and recommended to Board Members, as part of the Association's annual budgeting process.

#### E. Other Staff

1. It shall be the principal function of Other Staff members to provide support to the Haywood Baptist Association and its related teams, the AMS, and staff of the Association.

2. Accountability: Staff members are accountable to the Associational Officers through the AMS who will provide day-to-day supervision and evaluation.

3. Responsibilities: The duties of Other Staff Members shall be as set forth in the Policies and Procedures Manual.

4. Compensation will be set by the Associational Officers and recommended to the Board Members, as part of the Association's annual budgeting process.

ARTICLE XII—POLICIES AND PROCEDURES
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A. The Associational Officers and any of their designees shall be responsible for overseeing the development, maintenance and periodic review of policies and procedures for the day-to-day functions of the Association. Such policies and procedures shall be maintained in a Policies and Procedures Manual, which shall be available at the Association Office.

B. Initial approval of and any changes to the Policies and Procedures Manual shall require a simple majority vote of the Board Members at a Regular or Special Called Meeting.

ARTICLE XIII—DENOMINATIONAL REPRESENTATIVES

The Associational Officers shall appoint representatives for denominational institutions and agencies as needed.

ARTICLE XIV—NON-BOARD MEMBERS

Non-Board Members attending a Regular or Special Called Meeting may be invited to speak by the body, but have no voting privileges nor have any voice in the debate of the Association unless agreed upon by the Board Members.

ARTICLE XV—AMENDMENTS

A. These By-Laws may be amended by a three-fourths (75%) vote of the active Board Members at a Regular or Special Called Meeting of the Board Members, provided that (1) a copy of the proposed amendments for consideration and (2) the date, place, and time of the meeting is given not less than thirty (30) days prior to the meeting. Notice may be provided in the Association's newsletter, electronic format, or by special mailing to the churches.

B. All proposed amendments to the By-Laws will be presented first to the Associational Officers prior to being voted on by the Board Members of the Association.

ARTICLE XVI--DISSOLUTION

Following a three-fourths (75%) majority vote to dissolve the Association at the Annual Meeting the dissolution of the corporation, the Board Members shall after paying or making provision for the payment of all the liabilities of the corporation, dispose of all the assets of the corporation exclusively for the purposes of the corporation in such a manner, or to such and organization or organizations organized and operated exclusively for religious purposes as shall at the time qualify as an exempt organization or organizations under Section 501 (c) (3) of the Internal Revenue Code of 1954 (or the corresponding provision of any future U.S. Internal Revenue Law), as the Board Members shall determine, subject to provisions of the By-Laws. Any such assets not so disposed of shall be transferred to the Broyhill Children's Home of N.C., INC., 61 Sneed Drive, Clyde, North Carolina 28721.

