



BYLAWS

North Hills Baptist Church
200 Admiral Callaghan Lane
Vallejo California

Organized September 9, 1976

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NORTH HILLS BAPTIST CHURCH
VALLEJO, CALIFORNIA
BYLAWS

Article I. NAME

Section 1.01 Name

The name of this corporation is the NORTH HILLS BAPTIST CHURCH. Hereinafter in these Bylaws this corporation are referred to as “North Hills” or as “Church”. North Hills is organized and exists as a California nonprofit religious corporation.

Article II. PRINCIPAL OFFICE

Section 2.01 Principal Office

The principal office of North Hills is fixed and located at 200 Admiral Callaghan Lane, Vallejo, California 94591.

Article III. STATEMENTS OF PURPOSE AND FAITH

Section 3.01 Purpose

North Hills was formed as a church with a God given vision to reach families for Christ. The members of North Hills voluntarily band themselves together as a Congregation -- a local church body of baptized believers in Jesus Christ, personally committed to sharing the Good News of salvation with mankind. Hereinafter in these Bylaws the members together as a church are referred to as the “Congregation”.

A significant emphasis on the methodology of reaching the world for Christ is by means of Christian education through a school (*preschool through grade 12*). This school is operated as a religious, educational and integrated ministry of North Hills. Hereinafter in these Bylaws this school is referred to as the “School.”

Section 3.02 Faith

North Hills affirms the Holy Bible as the inspired Word of God and as the basis of all our beliefs and practices. No other document will take precedence over the Holy Bible in the life, decisions, and governance of North Hills.

The ordinances of North Hills are believer’s baptism and the Lord’s Supper.

North Hills subscribes to the doctrinal statement of *The Baptist Faith and Message* as adopted by the Southern Baptist Convention in 2000 and interpreted by the Congregation.

As a local church, North Hills is visibly seen as a Congregation of believers and the School whose mission is to know Christ and to make him known through worship, witness, discipleship, fellowship, prayer, and service. A healthy North Hills congregation demonstrates a mind for truth, a heart for God, a mouth for encouraging, a spirit of unity, hands for serving, feet for going, and knees for praying. Our mission statement is: “Love God. Serve Others, Change the World.”

Article IV. POLITY AND RELATIONSHIPS

Section 4.01 Polity and Relationships

Except as otherwise set forth in these Bylaws, the activities and affairs of North Hills will be conducted by the Active Members (defined below) of the Congregation, and all corporate powers will be exercised by the Active Members.

North Hills is subject to the control of no other ecclesiastical body, but it recognizes and sustains the advantages of mutual counsel and cooperation which are common among Southern Baptist churches at the national, state, and local levels.

Article V. MEMBERSHIP

Section 5.01 Membership

North Hills is a sovereign and democratic Baptist Congregation (church body) under the Lordship of Jesus Christ. The Active Membership (defined below) reserves unto itself the exclusive right of self-government in all phases of the spiritual and temporal life of the Church.

Section 5.02 Requirements for Membership

Any person may request membership in the Congregation at any public worship service of North Hills. All such candidates will be received into the Congregation as Active Members having satisfied each of the following requirements:

- A. By profession of faith and baptism or transfer from a church of like faith and order.
- B. By attendance in the introductory membership class covering the history of North Hills, its basic beliefs and practices, and its member requirements.
- C. By signature requesting membership with agreements affirming belief in matters set forth in Article III Statements of Purpose and Faith.
- D. Election to membership must be by a majority vote of the Active Members present and voting at a duly called, noticed and held Business Meeting of the Active Members.

Section 5.03 Membership Status

There are two designations of members: Active Members and Inactive Members.

A. Active Members:

Persons meeting all of the following requirements are “Active Members” who together may be referred to as the “Active Membership”:

- 1) They must have fulfilled the requirements for membership as stated in these Bylaws and will have been properly elected to membership as defined in Section 5.02(D) above.
- 2) They will not have been declared to be “out of fellowship with the church” as described in Section 5.05.
- 3) They will not have had their membership terminated by North Hills according to Section 5.06 of these Bylaws.
- 4) They will have attended at least twelve (12) regular congregational worship services during the previous twelve (12) month period, except that Active Members during their first twelve (12) months of membership will have attended at least one (1) regular congregational worship service for each full month since becoming Active Members.

B. Inactive Members:

- 1) “Inactive Members” are defined as those members who fail to satisfy any of the requirements for Active Members as described in Section 5.03(A).
- 2) Inactive Members may not vote so long as they remain inactive.

C. All Active Members and all Inactive Members, together, are referred to as “Members of the Congregation”.

Section 5.04 Ordination

This Church will ordain as “PASTORS” only those men who have surrendered to preach and serve in a “pastoral” role in a church or in a ministry supported by a local church such as a church plant or a chaplaincy position. When the Pastoral Staff (defined below) by consensus determines ordination is appropriate, the Pastoral Staff will convene the Leadership Team (defined below) to affirm and begin the process for ordination. The path toward ordination begins with the Pastoral Staff recommendation to the North Hills Congregation of a candidate for ordination and culminates should a majority of the Active Members of the Congregation vote to confirm ordination upon a candidate at a duly called, noticed and held Business Meeting of the Active Membership.

Hereafter in these bylaws “Pastoral Staff” refers to all paid ordained men called to the Gospel ministry, who are called and serving in a pastoral role at North Hills. Other ordained pastors who are not Pastoral Staff may be recognized by their ordination. When appropriate, these ordained men may be invited to join the Pastoral Staff to perform certain duties based on Church policy and procedures.

Section 5.05 Discipline

Scriptural integrity and morality in a Member’s walk with Jesus Christ is important and when that becomes reasonably suspect by the Leadership Team, church discipline may be necessary.

The practice of the Congregation will be to teach and preach scriptural integrity and morality. The Leadership Team will emphasize to the Members that every reasonable measure will be taken to assist any troubled Members. When requested, the Pastoral Staff and the Deacons are available for counsel and guidance. The attitude of Members toward one another will always be guided by a concern for a Member’s redemption and reconciliation, rather than punishment.

Should some serious condition exist which would cause a Member to become a liability to the cause of Christ or to the welfare of North Hills, the Pastoral Staff and the Deacons will take every reasonable measure to resolve the matter with that Member in accordance with Matthew 18:15-20. If that Member should fail to correct the problem, despite the counsel of the Pastoral Staff and the Deacons, that Member will be deemed (by the Pastoral Staff and Deacons) to be “out of fellowship with the church” and at that time will hold an Inactive Member status, if such inactive status has not already been indicated.

A Member who has become an Inactive Member under this Section 5.05 may be restored to Active Membership by the Pastoral Staff and the Deacons when a period and course of restoration has been satisfied.

Should an Inactive Member who has undergone church discipline refuse to seek restoration for any reason, that person’s membership will be terminated by a majority of the Active Members, at a duly called, noticed and held Business Meeting of the Active Members.

Section 5.06 Termination of Membership

Membership will be terminated for any of the following conditions:

- A.** Death.
- B.** The Member becomes affiliated with a church of another faith or denomination.
- C.** Written request by the Member that his or her membership be terminated.
- D.** Membership is terminated according to 5.05.

Section 5.07 Membership Qualification for Selected Positions

Only those who have held an Active Member status for no less than one (1) year may qualify for election to the following congregational positions: Deacon, Treasurer, Moderator, Leadership Team member, or chair of a standing committee/board.

The Pastoral Staff, K-12 Superintendent, Preschool Director, and other members of the “Management Team” will automatically qualify as Active Members immediately following their election to their respective positions.

Should the individual filling any of the aforementioned positions become an Inactive Member or have his or her membership terminated, he or she will immediately forfeit that position.

Article VI. CONGREGATIONAL MEETINGS

Section 6.01 Congregational Meetings

North Hill’s congregational meetings will be held at any place designated by the Active Members of the Congregation. In the absence of any such designation, congregational meetings will be held at the principal office of North Hills.

There will be two general categories of congregational meetings: Those designed for WORSHIP services (“Worship Services”) and those designated for BUSINESS meetings (“Business Meetings”).

Section 6.02 Worship Services

“Regular Worship Services” will be held publicly on Sunday and on any other day as may be determined by the Pastoral Staff and Deacons. Exceptions may be made with approval of the Active Members. These meetings are open to all Members and the general public.

Other special services may be set from time to time as may be determined by the Pastoral Staff and are also open to all Members and the general public.

Section 6.03 Business Meetings

Business Meetings are either “Regular Business Meetings” or “Special Business Meetings”.

- A.** REGULAR Business Meetings will be held at the principal office of the Church, every fourth month, each February, June and October. The June Business Meeting shall be the “Annual Meeting”. The Active Members of the Congregation may by majority vote designate a different time and place for any Regular Business Meeting after that vote. The quorum required for each Regular Business Meeting will consist of the Active Members who attend the Regular Business Meeting.
- B.** SPECIAL Business Meetings may be held at any time to consider special matters of a significant or urgent nature, and shall be held to consider any corporate action, subject to the following provisions:

- 1) A Special Business Meeting may be called by any one of the following: the Senior Executive Pastor; the Chairman of the Deacons; the collective agreement of the Leadership Team and the Deacons; or 15% or more of the Active Members.
- 2) Notice of all Special Business Meetings must include a statement of the time, date, and place of the meeting (if it is not meeting at the principal place of business). Notice of the special business meeting must be given to the Congregation at two consecutive Regular Worship Services in addition to one of the following methods:
 - a) Electronic correspondence to each addresses of a Member where the Member has provided such electronic address to the Church in writing and in a manner customarily used to give notice to the Church of such addresses; or
 - b) Distribution of written matter (as stated above) to the Congregation in attendance at two (2) Regular Worship Services; or
 - c) Mailing of written matter (as stated above) to those Active Members for whom the Church has in its records a current mailing address
- 3) The general public is not expected to attend business meetings. However, unless specified as closed, the general public will not be asked to leave a business meeting.

Section 6.04 General Meeting Provisions

The following general provisions will apply to all business meetings of the Church:

- A. Parliamentary procedure will be governed by the current edition of *Robert's Rules of Order Newly Revised*, except as these Bylaws may otherwise provide.
- B. Each Active Member of age 18 or over, who is qualified to vote is entitled to one vote on each matter submitted to a vote of the Church.
- C. Members entitled to vote will not vote or act by proxy.
- D. The Moderator will preside at the business meeting. The Active Members of the Congregation will annually elect a Moderator and a Vice-Moderator. In the absence of the Moderator and Vice-Moderator, the Congregation will elect a Moderator pro tem to preside.
- E. Training of Roberts Rules of Order will be periodically offered to the Moderators and Active Members at large.
- F. The quorum shall be 15% of the Active Members.
- G. Notice must be given in such a way that the general nature of each item of business to be transacted at the Meeting is clearly described.

Article VII. LEADERSHIP TEAM

Section 7.01 Leadership Team

- A. The Leadership Team will act as the Board of Directors (trustees), as that term is defined and used in the California Nonprofit Corporations Code, of the Church.
- B. The Leadership Team will be comprised of the Senior Executive Pastor, Congregational Pastor, Treasurer (Chair of Finance Committee), Chairman of the Deacons, and Chairs of the following standing committees: Personnel, School Board, and Strategic Implementation Team. The Senior Executive Pastor will be the chair of the Leadership Team.
- C. Leadership Team members, with the exception of the Senior Executive Pastor and the Congregational Pastor, will be elected for a term of one (1) year, or until a successor is

elected. The Leadership Team must serve at the pleasure of the Active Members. Consecutive terms of service will be determined by the Active Members at a Regular Business Meeting.

- D.** The Leadership Team will take such actions and cause such documents to be executed as are necessary or advisable to accomplish the purpose of any matter which is authorized or approved by the Active Members and which concern any real, personal, intangible property, or other property of the Church.
- E.** Regarding Budget Changes:
 - 1) Any changes in the budget will be brought to the Leadership Team by the Treasurer (Chair of the Finance Committee) following a joint recommendation by the Finance Committee and the North Hills Business Manager. The Leadership Team may approve budget alterations without approval of the Active Members as long as the changes do not put the budget in the red and as long as the changes does not exceed precisely 2% of the combined budget.
 - 2) If the Leadership Team recommends changes in the budget that would put the budget in the red or exceed any portion of the combined budget over 2%, it must first consult with the Management Team for a description from the Management Team of the impact(s) of these changes. Should the Leadership Team still determine the budget changes are necessary, even with dissent from any person on the Management Team, the Leadership Team is authorized to bring the requested change to the Active Members for approval.
- F.** Regarding the agenda for business meetings:
 - 1) The Leadership Team is the only team or standing committee authorized to determine the agenda for regular congregational business meetings. Agenda items for regular scheduled business meetings will be presented to the Leadership Team prior to a business meeting for approval. The Leadership Team will review agenda items and will have the option to pass any of them on to a committee, place any of them on the “table” for review, or to place any of them on the agenda for the next business meeting. However, new business may be brought from the floor during a Regular Business Meeting by any Active Member of the Congregation, according to Robert’s Rules of Order.
 - 2) The Leadership Team will review special business items and will schedule appropriate Special Business Meetings according to Section 6.03B.
- G.** No person may simultaneously hold two seats on the Leadership Team.

Section 7.02 Selection/Election Process

When vacancies occur on the Leadership Team, with the exception of the Senior Executive Pastor and the Congregational Pastor, the following shall occur:

- A.** The Congregation will be notified of vacancies on the Leadership Team and any Active Member may submit to the Church office names of individuals qualified to serve.
- B.** Nominees will be qualified by the Church Clerk (defined below) to be Active Members, able to serve on the Leadership Team.
- C.** Following a time of prayer and open discussion between the remaining members of the Leadership Team and the respective team/committee (where it is a chair is vacant), nominees are then presented to the Active Members for approval.

Section 7.03 Removal/Dismissal Process

Members of the Leadership Team shall be removed should any of the following occur:

- A. Termination of Membership. See Section 5.06
- B. If the member falls out of fellowship with the Church. See Section 5.05
- C. Should the Leadership Team experience significant disharmony within the group, it will do everything reasonably possible to resolve the conflict. At times the Deacons may be consulted to assist with resolving team discord. When all reasonable efforts have not succeeded and this becomes an irreconcilable situation, removal of one or more members may be recommended by the Deacons and the majority of Leadership Team to the Active Members for approval.

Article VIII. MANAGEMENT TEAM

Section 8.01 Management Team

The Management Team will consist of the Senior Executive Pastor, Congregational Pastor, Business Manager, K-12 Superintendent, Preschool Director, and the Administrator of Church Operations (Office/Building & Grounds Administrator) to oversee the day-to-day management of North Hills. The Senior Executive Pastor will serve as the chair of the Management Team and members of the Management Team will serve under his direct supervision. See organization chart ADDENDUM "A".

Section 8.02 General Responsibilities

- A. The Senior Executive Pastor is responsible for leading and equipping North Hills to function according to its Articles of Incorporation and these bylaws.
- B. The Congregational Pastor will provide spiritual oversight to, and will oversee the work of, the Congregation.
- C. The Business Manager will conduct the day-to-day financial business of North Hills under the authority of the North Hills Treasurer/Finance Committee.
- D. The K-12 Superintendent will oversee the day-to-day function and annual planning of the K-12 grade school.
- E. The Preschool Director will oversee the day-to-day function and annual planning of the preschool.
- F. Administrator of Church Operations will oversee the management of offices, building and grounds related to North Hills and will coordinate departmental calendars and off-site visits.
- G. The Leadership Team may assign other duties and responsibilities to each of these offices, not inconsistent with the descriptions above in this Section 8.02. Corporate Officers.

Section 8.03 Corporate Officers

Among the Management Team members, additional duties will include acting as the following corporate officers of the Church, and will serve at the pleasure of the Active Members, and elected annually by the Active Members:

- A. Senior Executive Pastor – serving as chief executive officer, and president, is recognized as the final authority on day-to-day business decisions, assuming decisions are made with a consensus from the Management Team and the heads of the four ministry departments (Congregation, preschool, school, and operations.) When there is a disagreement among department heads, the Senior Executive Pastor will have final authority. If disagreement continues and involves the Senior Executive Pastor, the Leadership Team will be consulted for a decision review. In the case of such a review, the Leadership Team will intervene to affirm the decision or to bring an alternate decision. In some cases, the Leadership Team

will involve the Deacons to assist with decision resolution or reconciliation among members of the Management Team.

- B.** Congregational Pastor - serving as the Corporate Secretary (“Church Clerk”) will be responsible for keeping a register of names of members both active and inactive, with dates of admission, termination of membership, and a record of baptisms, and will certify the class of Members (Section 5.03).

The Corporate Secretary is responsible for preserving on file all official communications and written reports and give required notice of all meetings where notice is necessary, as indicated in these Bylaws. He is also responsible to keep and maintain accurate minutes for all regular and special business meetings.

- C.** The Treasurer serves as the elected Chief Financial Officer of the corporation, is elected annually by the Active Members, serves on the Leadership Team, and will serve as chair of the Finance Committee. The Business Manager will serve at the pleasure of the Treasurer, Finance Committee and Chief Executive Officer.

The Treasurer may delegate some financial responsibilities to the Business Manager and the Business Manager works under the authority of the Treasurer performing such day-to-day tasks.

The Treasurer and Business Manager will render to the Congregation at each Regular Business Meeting an itemized report of the receipts and disbursements for the preceding period since the last Business Meeting.

- D.** The Administrator of Church Operations is an officer of North Hills and is responsible for keeping the North Hills calendar for all scheduled events which will serve as the official activities listing.

Section 8.04 Selection/Election Process

- A.** When the office of Senior Executive Pastor becomes vacant:

- 1) If necessary, the Leadership Team will immediately appoint someone to serve as a volunteer in that capacity for a short-term basis.
- 2) When time permits, the Leadership Team and the Deacons can act on their authority to jointly appoint a sufficient paid interim to the position.
- 3) Should the Senior Executive Pastor replacement prove to be permanent, following a time of prayer and consideration, the Leadership Team and the Deacons will recommend the process for seeking a replacement to that position that will require approval of the Active Members.
- 4) Following the search process the chosen replacement will be presented to the Active Members for final approval.

- B.** When the office of the Congregational Pastor is vacant:

- 1) The Senior Executive Pastor will appoint someone to fill the pulpit until the Leadership Team and the Deacon body can come together for prayer and consideration regarding the search process for his replacement.
- 2) Should a replacement for the Congregational Pastor prove to be permanent, the Leadership Team and Deacons will recommend to the Active Members the process for selecting a candidate which requires approval of the Active Members.
- 3) Following the search process the selected replacement will be presented to the Active Members for final approval.

- C. When any position of the Management Team is vacant, other than the Senior Executive Pastor and the Congregational Pastor, the Management Team will come together with the Leadership Team for prayer and consideration regarding the search process for replacement. Following this time of prayer and consideration, the Management Team and the Leadership Team will recommend the process for congregational approval.

Section 8.05 Removal/Dismissal Process

General removal and dismissal for any Management Team member will occur if any of the three following items take place in the status of the Management Team member.

- A. A termination of membership. See Section 5.06
- B. If the member falls out of fellowship with North Hills. See Section 5.05
- C. Should the Management Team experience significant disharmony within the group it will do everything reasonably possible to resolve the conflict. During these times, the Leadership Team and the Deacons will be consulted to assist with resolving team discord. When all reasonable efforts have not succeeded and this becomes an irreconcilable situation, the Personnel Team and the Leadership Team will recommend a solution for approval by the Active Members.

NOTE: For specific employment questions regarding North Hills paid staff employment, refer to the North Hills Employee Handbook.

Article IX. NORTH HILLS STAFF

Section 9.01 North Hills Staff

North Hills staff refers to a variety of paid positions including those responsible to the Congregation, School, Preschool and overall ministry support. Some of these positions include teachers, secretarial, maintenance, and other support staff. This list excludes staff associated with the ministry of the Congregation.

Regarding the selection and dismissal of these staff positions, refer to the position description and position of the supervisor for the specific positions.

NOTE: Refer to the North Hills Employee Handbook for specific details regarding employment questions.

Article X. COMMITTEES

Section 10.01 Committees

Note: Sometimes the term “Committee”, “Board” and “Team” are used synonymously. At North Hills, a committee is associated with a leadership group whose responsibility is to provide guidance to the entire Church. Teams are usually associated with ministry focused work groups, tend to be more loosely structured, don’t meet with the same regularity as committees, are limited in their scope and work, and most often are tasked to “do” the work (or ministry) they provide guidance for while committees oversee work and task others to make sure the work is completed. Committees are expected to keep accurate minutes and records of their meetings and are empowered to make and interpret decisions that affect the leadership of North Hills and can at times impact the fiduciary business of North Hills. For corporate purposes, committees are monitored more closely than teams and are held accountable to their work by the Active Members.

Section 10.02 Types of Committees

- A.** Standing Committees: North Hills will maintain standing committees as follows:
 - 1) Finance (3-5 members)
 - 2) Mission (5-7 members)
 - 3) Personnel (3-5 members)
 - 4) School Board (3-7 members)
 - 5) Strategy (5-7 members)
- B.** Ad Hoc Committees: An ad hoc Committee is tasked with a clear goal of completing a purpose and is limited in time to complete that task. Once the task is complete, the committee dissolves. Ad hoc Committees may be formed when necessary to fulfill the requirements of these Bylaws. Ad hoc Committees may be formed by either the Senior Executive Pastor following the approval of the Leadership Team, or by the Leadership Team, following the approval of the Congregation.

Section 10.03 Ex-Officio Members

The Senior Executive Pastor and Congregational Pastor will be considered ex-officio members of all North Hills committees (teams and boards), whether standing or ad-hoc. The Senior Executive Pastor will cast a vote to break a tie. Should the Senior Executive Pastor not be at a meeting, the Congregational Pastor will cast a vote to break a tie in the place of the Senior Executive Pastor.

Section 10.04 Selection/election process

- A.** The Congregation will be notified of vacancies on Standing Committees and may submit to the Church office names of individuals qualified to serve.
- B.** Nominees are determined to be Active Members of the Congregation by the Church Clerk and any nominees considered to be “inactive” are disqualified by the Leadership Team.
- C.** Following a time of prayer and open discussion between the Leadership Team and the respective team/committee, all qualified Active Member nominees are then selected as potential additions to said teams/committees, including a Leadership Team recommendation for a vacancy in the team/committee chair.
- D.** Selected nominees will be presented to the Active Members at a regular or special business meeting for approval.

Section 10.05 Removal/dismissal process

Committees serve at the pleasure of the Active Members. Continued years of service by committee members is approved by the Active Members annually, usually at the June Annual Meeting of the Congregation. On occasion, there is a vacancy on the committee which can occur for any of the following reasons:

- A.** Resignation
- B.** A termination of membership. See Section 5.03
- C.** If a member falls out of fellowship with North Hills. See Section 5.05
- D.** Removal is suggested by the Leadership Team and confirmed by the Active Members.

Section 10.06 Committee Reporting

Committees and Teams serving as Committees are expected to keep accurate records of actions and decisions. Following meetings, they will record these actions and decisions and the Chair/team leader will bring a report of these items to the next Leadership Team meeting. At each Leadership Team

meeting these items will be flagged to report to the Congregation. Following each Leadership Team meeting, an email of committee action items and decisions that are not sensitive in nature nor determined to be “mundane” will be reported to the Congregation. The Church Clerk will keep an active email list of those members of the Congregation who want to receive email updates of action items and decisions from each Standing Committee, as well as the Leadership Team.

Article XI. NORTH HILLS PROGRAMS

The mission of North Hills is to Love God, Serve Others and Change the World. North Hills Congregation, School and Preschool all accomplish this mission through the practices of Upreach (Love God), Inreach (Serve Others) and Outreach (Change the World).

Section 11.01 Congregational Program

- A. Upreach is our mandate to "love the Lord your God with all your heart and with all your soul and with all your mind. (Matthew 22:37). Upreach occurs through our worship of God in music, prayer and the preaching and teaching of God's word. While Upreach is tangibly seen during our regular Sunday morning worship services, Upreach occurs any time we individually or collectively turn our hearts towards God in our private devotions or in small group setting. For a more detailed explanation of North Hills' current Upreach strategy, see the Church Policy.
- B. Inreach is our mandate to “make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, teaching them to observe all that [Jesus] commanded” (Matthew 28:19-20). Inreach happens as we intentionally spend time pushing each other towards God. Our desire is for everyone to come to a saving knowledge of Jesus Christ and to grow daily in their pursuit of Him. It is not enough for us to lead a person to Jesus, but we must continue to teach people what it means to follow Jesus and help them to grow in their faith and devotion to God. While Inreach can happen on Sunday morning through our regular worship services, it is expected that Inreach is mainly taking place throughout the week through the various ministry teams of the Congregation. For a more detailed explanation of North Hills' current Inreach strategy, see the Church Policy.
- C. Outreach is our mandate to “Go into all the world and proclaim the gospel to the whole creation” (Mark 16:15) and to show compassion to the “least of these” (Matthew 25:40). Outreach happens as we intentionally endeavor to make a noticeable impact in the community and world around us. Our primary call in outreach is to spread the message of Jesus Christ in order to lead people to salvation. However, our goal is also to endeavor to do compassionate work in the community and world as a positive representative of Christ on earth. North Hills supports and engages in mission trips both home and abroad; outreach events that bring the Vallejo and surrounding communities to our campus; and North Hills' partners with community based organizations to love and serve people where they are. For a more detailed explanation of North Hills' current Outreach strategy, see the Church Policy.

Section 11.02 Preschool Program

North Hills Christian Preschool is a ministry of North Hills Baptist Church. The Preschool partners with parents of our community to begin the foundation of raising the next generation to love God, serve others and change the world. The Preschool offers a wide variety of experiences to equip and encourage students to develop academically, mentally, emotionally, socially, and spiritually in a loving, safe and nurturing environment. The Preschool's desire is to develop students with a mind for

truth, a heart for God, hands for serving, knees for praying, feet for going, a spirit of unity, and a mouth for encouraging.

Section 11.03 School Program

North Hills Christian School (“NHCS”) is a ministry of North Hills Baptist Church. The School is committed to provide a quality Christian education; empowering students to make life choices with a biblical worldview, by integrating God and His Word in their lives as a baseline for understanding. The NHCS staff strives to partner with students and parents to create a supportive faith family that will enable students to fully realize their God-given potential. The North Hills Congregation and School embraces the mission and ministry of providing academic and spiritual preparation for students to demonstrate leadership skills whether at home, in the workplace, at church or in the community.

Article XII. DEACONS

- A.** In accordance with the meaning of the word “deacon” and the practice of the New Testament, deacons are to be servants of North Hills Church (Congregation). The duties and responsibilities minimally are as follows:
 - a. To zealously guard and promote the unity of the body in spirit and in truth, reflecting Christ’s love in all matters and holding fast to essential doctrines of the faith (see 2000 Baptist Faith & Message).
 - b. To support, assist, and serve as council to the Pastoral Staff in all efforts pertaining to the mission and purpose of the Church and its ministries. Deacons shall assist the Pastoral Staff in guarding and oversight of theological and doctrinal continuity throughout all ministries of North Hills. Deacons shall exercise no authority that is not vested in them by the Church or by these Bylaws.
 - c. Seek to know the physical, spiritual, and moral needs of the Church (congregation) through personal fraternal relationships within the body for the purpose of extending Christ’s love and developing a culture of ministering to one another within the body of believers.
 - d. In council with the Pastor/s, and by such methods as led by the Holy Spirit, deacons shall exercise church discipline in accordance with New Testament teachings and specifically as guided by Mathew 18:15-17, 1 Corinthians 5:9-13, 1 Thessalonians 5:12-14 for the sole purpose of restoration and reconciliation.
- B.** The number, method of nomination, and term of office shall be determined by the Active Members in its policies and procedures manual. Should these matters not be addressed in such a manual, the Church may make this determination by vote in a Regular or Special Business meeting.
- C.** The deacons shall elect their own officers and shall be organized to assist the pastoral staff, and for the consideration of issues related to their work. They shall give particular attention to the areas of baptism, the Lord’s Supper, benevolence, and guarding the good fellowship and spiritual ministry of the Church.
- D.** Deacons are affirmed by the congregation at the time of their ordination and previously ordained deacons are received by their ordaining church

Article XIII. DISSOLUTION

In the case of a vote to dissolve as a Church, or for the Church to leave the California Southern Baptist Convention, any such action may only take place at a special meeting duly called and noticed specifically and only for the purpose of considering such action. In order for any action to take place at a special meeting called for the purpose of dissolving as a church, or for the Church to leave the California Southern Baptist Convention, notwithstanding any other provision of these Bylaws, the quorum required to begin such meeting shall be the active members of the Church, present in person. Once the requisite quorum has been established, all actions thereafter taken at the meeting shall be considered as having been taken with a quorum present. In the event the meeting is adjourned to another date, the quorum must then be reestablished. Any action to dissolve as a Church, or for the Church to leave the California Southern Baptist Convention, shall require a vote in the affirmative of seventy-five percent (75%) present and voting at such special meeting. If at any time the Church shall be dissolved, the property and assets of the Church, both real and personal, after payment of all valid debts, shall be distributed to California Baptist Foundation, to be utilized for Southern Baptist work in the County of Solano, State of California within which the Church is located.

Article XIV. AMENDMENTS

Section 14.01 Amendments

- A.** Changes in these Bylaws may be made at a Business Meeting, according to the provisions of Section 6.03B of these Bylaws.
- B.** Amendments to the Bylaws shall receive at least a two-thirds (2/3) vote of the Active Members who are present and voting in the Business Meeting.
- C.** Amendments to the Bylaws shall take effect immediately upon approval unless provided otherwise at the time of the Church vote on the amendment.

Amended June 25, 2017

ADDENDUM "A"

