

Constitution

North Point Ministries, Inc.

An imperfect system filled with men and women of integrity will function far better than a perfect system filled with men and women who lack integrity. *The people we choose are as important as the system we use.* This document outlines the guidelines North Point Ministries (“NPM”) employs in selecting key leadership and managing ongoing systems and procedures. In addition, this constitution provides accountability for ministry leaders and key information for the church body. While impossible to anticipate all future contingencies, the intent of this document is to provide flexibility to meet long-term changing needs.

The North Point Ministries government is built around five teams of people:

1. The Board of Elders
2. The Stewardship Team
3. The Executive Staff
4. The Personnel Team
5. The Ministry Team Representatives

Board of Elders

The Board of Elders is comprised of seven to ten people, including the senior pastor. The senior pastor is a permanent member of the board of Board of Elders. A staff member, other than the senior pastor, may not serve as a Board of Elders member.

The Purpose of the Board of Elders

The Board of Elders function primarily as *discerners* and *guardians* of the organization. They are not expected to oversee specific projects or ministry areas in their capacity as board members. They function as overseers for the entire organization. The board members evaluate the effectiveness and direction of the organization according to three criteria:

1. The organization’s mission: To lead people into a growing relationship with Jesus Christ.
2. The organization’s resources.
3. The organization’s doctrine:

We believe the entire Bible is the inspired Word of God and that men were moved by the Spirit to write the words of Scripture. Therefore, the Bible is without error.

We believe in one God who exists in three distinct persons (Father, Son, and Holy Spirit). We believe that Jesus Christ is the second member of the Trinity (the Son of God) who became flesh to reveal God to man and to become the Savior of the lost world.

We believe that man was created in the image of God to have fellowship with Him, but became alienated from that relationship through sinful disobedience. As a result, man is totally incapable of coming back into a right relationship with God by his own effort.

We believe that the shed blood of Jesus Christ on the cross provides the sole basis for the forgiveness of sins. Therefore, salvation only occurs when a person places his faith in the death and resurrection of Christ as the sufficient payment for his sin.

We believe that every Christian should live for Christ and not for himself. By obedience to the Word and daily yielding to the Spirit, every believer will mature and become conformed to the image of Christ.

We believe that the church is the body of Christ of which Jesus Christ is the Head. The members are those who have trusted by faith the finished work of Christ. The purpose of the church is to glorify God by loving Him and by making Him known to a lost world.

The Board of Elders does not determine programming. This responsibility falls to the executive staff. However, the Board is responsible for evaluating programming based on its appropriateness and effectiveness in furthering the overall mission of North Point Ministries, Inc.

The senior pastor will meet with the Board of Elders at least quarterly.

The Authority of the Board of Elders

For all practical purposes, the Board of Elders have final say in any and all matters concerning the overall direction of the organization. Unless otherwise specified in this document, anything voted on by the Board of Elders requires a two-thirds majority of all in attendance in order to pass. A quorum of two-third of the members must be present and voting at the time any vote is taken.

There are four decisions that the Board of Elders may not make without membership approval at an Organizational Business Meeting.

1. The Board of Elders may not appoint a new senior pastor.
2. The Board of Elders may not approve debt for the organization in excess of one-twelfth of the previous year's annual operating budget.
3. The Board of Elders cannot change or establish the denominational affiliation of NPM.
4. The Board of Elders may not change the Articles of Incorporation, or the Constitution.

The Dismissal of a Board of Elders Member

If it becomes apparent that a board member should not serve, that member may resign, or by three-fourths vote of the Board of Elders, excluding the board member under consideration, be immediately retired from the Board of Elders. The position will remain vacant until the next regularly scheduled year or until the Board of Elders choose a suitable replacement.

The Board of Elders has the authority to dismiss the senior pastor without organizational approval by a three-fourths vote of all board members, excluding the senior pastor. In addition, any complaints or concerns regarding the senior pastor should be directed to and handled by the Board of Elders.

The Selection of Board of Elder Members

At a time as set by the Board of Elders, but no less frequently than annually, the Board will select members necessary to meet at least the minimum number of Board members.

New Board of Elders members are selected by the then-current Board of Elders. No new board member may be selected that has not served at least one year as part of the Stewardship Team.

Board of Elders members, other than the senior pastor, serve one three-year term. Board members are required to rotate off for one year before becoming eligible for another term.

The Qualifications of a Board of Elders Member

A Board of Elders candidate must have been a member of NPM for at least two years prior to their selection to the Board, have been actively involved in ministry at NPM for at least two years, and fully subscribe to the organization's mission and values.

Furthermore, all elders are required to meet the qualifications for elder/overseer as outlined in 1 Timothy 3:1-11, Titus 1:5-9.

It is a trustworthy statement: if any man aspires to the office of overseer, it is a fine work he desires to do. An overseer, then, must be above reproach, the husband of one wife, temperate, prudent, respectable, hospitable, able to teach, not addicted to wine or pugnacious, but gentle, uncontentious, free from the love of money. He must be one who manages his own household well, keeping his children under control with all dignity (but if a man does not know how to manage his own household, how will he take care of the church of God?) and not a new convert, lest he become conceited and fall into the condemnation incurred by the devil. And he must have a good reputation with those outside the church, so that he may not fall into reproach and the snare of the devil.

1 Timothy 3:1-11

For this reason I left you in Crete, that you might set in order what remains, and appoint elders in every city as I directed you, namely, if any man be above reproach, the husband of one wife,

having children who believe, not accused of dissipation or rebellion. For the overseer must be above reproach as God's steward, not self-willed, not quick-tempered, not addicted to wine, not pugnacious, not fond of sordid gain, but hospitable, loving what is good, sensible, just, devout, self-controlled, holding fast the faithful word which is in accordance with the teaching, that he may be able both to exhort in sound doctrine and to refute those who contradict.

Titus 1:5-9

Stewardship Team

The stewardship team oversees all financial matters related to NPM. The senior pastor is accountable to the stewardship team in all matters relating to finances. The organizational business administrator and/or senior pastor will attend stewardship team meetings, but do not have voting privileges. The stewardship team's primary function is to ensure the financial health of the organization.

The executive staff may not exceed the approved salary budget without approval from the Board of Elders.

The stewardship team is ultimately accountable to the Board of Elders of the organization. The Board of Elders has the authority to override any decision made by the stewardship team. However, if such an occasion should arise, it will be necessary for the Board of Elders to meet with the stewardship team and discuss the matter fully.

The stewardship team consists of nine members. The existing members of the stewardship team select new team members. New members need the approval of the Board of Elders annually.

Stewardship team members are required to be members of NPM and have the professional skills necessary to perform their assigned tasks. Members serve one three-year term. Former members are eligible to serve again after being inactive for one year.

The stewardship team may not hire or dismiss a staff member. This is the responsibility of the senior pastor. Executive staff members may attend stewardship team meetings, but do not have voting privileges.

Executive Staff

The senior pastor selects the executive staff. The purpose of this group is to determine programming, give vision to the various ministries of the organization, and oversee the day-to-day operations. The executive staff is accountable to the senior pastor. All executive staff members are required to meet the character qualifications as outlined in 1 Timothy 3:1-7 and Titus 1:5-9.

Personnel Team

The personnel team establishes guidelines for staff salaries. The personnel team is comprised of current or former Board of Elders or Stewardship Team members. This committee is chosen by the senior pastor and submitted for approval to the Board of Elders annually. Salaries are not published or discussed in organizational business meetings.

Ministry Team Representatives

A ministry team representative (MTR) is an individual chosen from the leadership of a particular ministry team to represent that group. An MTR serves as a channel of communication to and from the various ministries and campuses of NPM. MTR meetings are a time for an open exchange of ideas and information.

An MTR commits to serve a one-year term and may be appointed for an additional term.

The staff determines which ministry areas are represented, as well as the number of representatives.

An MTR meeting is not an official business meeting of NPM. However, the MTRs can call for a special business meeting as specified under Organizational Business Meetings.

Organizational Business Meetings

Organizational business meetings will be scheduled as determined necessary by the Board of Elders. This will provide a forum for handling the business of NPM not otherwise reserved for the Board of Elders.

The Board of Elders shall schedule the business meeting. Official votes taken in the business meeting require the presence of 25 percent of the total membership of all NPM campuses through attendance, proxy, or written vote. This will constitute a quorum. All issues voted on in an official organizational meeting require a two-thirds affirmative vote to pass.

The Board of Elders will appoint a moderator for all organizational business meetings. Matters properly before and passed at business meetings shall be binding on the organization.

The Board of Elders, the senior pastor, and the MTRs have the authority to call special business meetings. The MTRs may do so by presenting a petition to the Board of Elders, which includes the signatures of two-thirds of the MTRs from all NPM campuses. The Board of Elders will schedule the meeting and publish the agenda at least one week in advance.

Electing A New Senior Pastor

When the position of senior pastor is vacated, the Board of Elders will take appropriate action to secure a qualified candidate to serve as senior pastor. The Board of Elders will recommend the candidate to the membership. Approval by the membership requires a minimum participation of 25 percent of the total membership of all NPM campuses. This will constitute a quorum. All amendments require a two-thirds affirmative vote of those participating to pass.

Pastor Accountability Team

The pastor accountability team is a group of men to whom the senior pastor is accountable regarding issues relating to his qualifications to serve. The members of this group will be selected by the senior pastor and approved by the Board of Elders. They may be church members, or non-church members. The members of the pastor accountability team do not serve a pre-determined term. However, each member must be reaffirmed by the Board of Elders each year, and report no less than annually to the Board of Elders.

Amending the Constitution

Constitutional amendments require a three-fourths majority vote by the Board of Elders before they can be presented to the membership. Additionally, amending the constitution requires a minimum participation of 25 percent of the total membership of all NPM campuses. This will constitute a quorum. All amendments require a two-thirds affirmative vote of those participating to pass.

Parliamentary Procedure

Organizational business meetings will be conducted according to Robert's Rules of Order, except as this constitution conflicts.

Budget

The staff, in conjunction with the stewardship team, will develop the budget annually. The stewardship team will present the budget to the Board of Elders for approval.

Ordination, Licensing and Commissioning

NPM reserves the right to ordain, license, or commission individuals as ministers of the gospel to perform the ordinances and ceremonies of the church including, but not limited to, marriage, baptism, communion, and funerals.

Dissolution and Liquidation of the Church

Dissolution

The Board of Elders may determine to cease corporate activities of NPM and dissolve and liquidate the corporation by a three-fourths vote. Upon dissolution of the corporation, the Board of Trustees shall pay or make provision for the payment of all of the liabilities of the corporation, and shall thereafter dispose of all of the assets of the corporation exclusively for the purposes stated in Article III of *Articles of Incorporation of North Point Ministries, Inc.* or to such organization or organizations organized and operated exclusively for religious purposes as shall at the time qualify as an exempt organization or organizations within the meaning of Section 501 (c) (3) of the Internal Revenue Code (or the corresponding provision of any future United States internal revenue law), as the Board of Elders shall determine.

Contingent Provision

If any such assets are not so disposed of, the appropriate court of the county in which the principal Georgia office (or if none, the Georgia registered office) of the corporation is then located shall dispose of such assets exclusively for the purposes stated in Article III of the *Articles of Incorporation of North Point Ministries, Inc.*, and exclusively to such organization or organizations which are organized and operated exclusively for such purposes and at the time qualify as an exempt organization or organizations within the meaning of Section 501 (c) (3), as said court shall determine.