

PIKE ASSOCIATION OF SOUTHERN BAPTISTS

PROPOSED REVISION OF THE BYLAWS (SEPTEMBER 2025)

ARTICLE I: NAME

This body shall be called the Pike Association of Southern Baptists, hereafter referred to as PASB.

ARTICLE II: STATEMENT OF FAITH

The Pike Association of Southern Baptists recognizes the Holy Bible as its authority for faith and practice. Because we view The Baptist Faith & Message 2000 (BF&M 2000) as a helpful interpretation of the Holy Bible, we adhere to it as our statement of faith.

ARTICLE III: STATEMENT OF AUTONOMY

This body shall have no jurisdiction over the churches.

ARTICLE IV: MISSION & CORE VALUES

The mission of the PASB, under the authority of the Holy Bible, is to help churches partner together to reach the mountain region and the world for Christ.

As we seek to accomplish this mission, this body will promote the following core values:

- Church Strengthening: We value the strengthening of the local church. This includes encouraging, equipping, and empowering local congregations to achieve their God-given purpose and vision. (Ephesians 4:11-12)
- Church Mobilization: We value the Great Commission. This mandate is given by Christ to the local church to be engaged in missions activities locally, nationally, and globally by praying, giving, and going. (Matthew 28:18-20; Acts 1:8)
- Church Planting: We value the starting of new, healthy churches that, in turn, participate in starting new, healthy churches themselves. (Acts 9:31)

ARTICLE V: OFFICERS

A. Election and Tenure

The officers of the PASB shall be Moderator, Vice-Moderator, Clerk, and Treasurer. Nominations for these officers shall be submitted by the Nominating Committee at the Annual Meeting. All nominees must be asked, be willing to serve, and be capable of carrying out the duties of the office before being nominated. Each of these shall be elected at the Annual Meeting and shall assume their duties immediately following adjournment. The officers shall serve through adjournment of the next Annual Meeting.

The Moderator is eligible to serve a maximum of two terms. He may serve again as either the Moderator or Vice-Moderator after a period of one year has passed. The

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Clerk and Treasurer may be elected to succeed themselves without limit as to the number of terms.

Only persons from churches which are members of the PASB are eligible to serve as officers.

B. Vacancy

If a vacancy should occur in any of these offices, the Nominating Committee shall select a nominee to fill the position and they will begin serving immediately for the remainder of the unexpired term. The selected individual will be presented at the next regularly scheduled Executive Board meeting for ratification.

C. Removal

Any officer of the PASB may be removed after unanimous recommendation by the other officers and a two-thirds majority vote of the Executive Board. An officer shall only be removed in a closed, special-called meeting of the Executive Board.

ARTICLE VI: DUTIES OF OFFICERS

A. Duties of Moderator

1. To preside at all meetings of the PASB; to keep order; and to guide voting on all matters properly brought to the floor.
2. To be familiar with bylaws and Roberts Rules of Order which is to be used as a general guideline for all meetings of the PASB.
3. Appoint the Nominating Committee in conjunction with the AMS (Article VIII Section A2).
4. Upon direction from the Executive Board, the Moderator in conjunction with the AMS shall appoint any ad hoc committees.
5. May serve as a voting ex-officio member of all Association Leadership Teams & Committees.
6. To serve as President of the Corporation and chairperson of the Trustees.

B. Duties of Vice-Moderator

1. To perform all duties and responsibilities of the Moderator in the absence of the Moderator.

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2. To be familiar with PASB bylaws and Roberts Rules of Order which is to be used as a general guideline for all meetings of the PASB.
3. To serve as Vice-President of the Corporation.

C. Duties of Clerk

1. To make and keep an accurate record of all minutes of the PASB, and to submit those to the AMS in a timely manner for printing in the book of reports for presentation during an Executive Board Meeting.
2. To coordinate the registration of messengers and distribution of ballots to the Annual Meeting of the Association.
3. To acquire a list of Executive Board members of each participating church.
4. To serve as Secretary of the Corporation.

D. Duties of Treasurer

1. To oversee all receipts and disbursements of funds in keeping with the budget of the PASB and to oversee the maintenance of accurate records of all transactions.
2. To make regular reports to the Executive Board.
3. To work with the Budget & Finance Committee to recommend and establish fiscal policies.
4. To serve as one of the persons authorized to sign checks and withdrawals in the name of the PASB.
5. To serve as Treasurer of the Corporation.

E. Administrative Duties of All Officers

1. When circumstances necessitate immediate action, the officers in conjunction with the AMS shall have the authority to take action on behalf of the PASB between meetings. Any action to be taken by the officers and AMS must be approved with not more than one dissenting vote. All actions shall be reported to the Executive Board at the next regularly scheduled meeting.
2. Serve as the Credentials Committee by:

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- a. receiving documents of churches that apply for membership and conducting interviews with those churches' leaders as needed during the application process.
 - b. facilitating the termination process of member churches, if attempts of restoration are unsuccessful (Article VII Section D).
3. Review the Bylaws of the PASB on years ending in an odd number. The officers may present proposed amendments according to Article VII or request the Moderator to appoint a bylaw review committee to be approved at the next Executive Board meeting.

ARTICLE VII: MEMBERSHIP

The membership of the PASB shall be composed of affiliated Baptist churches which in their doctrine, polity, and practice show evidence of their cooperation through regular participation and support.

A. Application & Acceptance Procedure for Membership

1. A church desiring to apply for membership shall provide a written statement of intent for membership and this shall be delivered to the Credentials Committee (Article VI, Section E2).
2. The Credentials Committee shall meet for consultation with the pastor and/or leaders of the applying church. They shall furnish satisfactory evidence of their general alignment with the BF&M 2000, their orderly practice, and their intention to participate and cooperate in the life of the PASB.
3. The Credentials Committee shall then report on their interview and recommend the church's acceptance or rejection to the Executive Board. If approved by the Executive Board, the applicant church begins a time of "watchcare". During "watchcare" the member churches provide support, encouragement, and accountability to applicant church. A church under "watchcare" is expected to maintain the same responsibilities and duties of member churches.
4. Upon completion of the "watchcare" period, the applying church shall be considered for full membership (including full voting privileges) at the next Annual Meeting.
5. Duration & Voting Privileges of "Watchcare"
 - a. When a member church plants a new church, the church plant may begin the process of applying to the PASB prior to formal constitution.

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If approved by the Executive Board, that church plant immediately begins the “watchcare” status which lasts until constitution. After notice of formal constitution by the church plant they may be considered for full membership at the next Annual meeting. During this “watchcare” status, a church plant will have only one vote (a pastor) during Executive Board meetings.

- b. All other applying churches shall be admitted under “watchcare” status for a period of twelve (12) months during which time they will not have voting privileges.

B. Responsibilities & Expectations of Member Churches

1. Annual Church Profile (ACP): Churches are expected to submit their completed ACP.
2. Financial Contributions: Providing regular financial support is an expected and vital means of participating in the life of the PASB and cooperating with other churches in fulfilling the Great Commission. Each church freely determines the level of financial support it will provide.
3. Fellowship: Each member church is expected to be represented in PASB meetings, which include Executive Board meetings and the Annual meeting.
4. Executive Board Members: Churches are expected to submit the names of their Executive Board members by January 31 of each year. Each church may submit up to two Executive Board members and two alternates. Churches are responsible for informing the PASB of any changes made in writing via letter or email at least thirty days prior to the next meeting. Submissions may be made to the AMS or clerk. Only churches who submit the names of their current Executive Board members will have voting privileges for any meeting.

C. Termination of Membership:

1. Faith & Practice: If it comes to the attention of the Credentials Committee (Article VI, Section E2) that any church is suspected to be engaging in faith or practices contrary to the Holy Bible as interpreted by the BF&M 2000 the members of the Credentials Committee will make an effort to meet with the pastor and/or leaders of the church to determine if the church is in conflict with either. The process outlined by Christ in Matthew 18:15-17 will be used as a general guide.
 - a. If the church is not found to be in significant conflict according to the Credentials Committee no further action is needed.

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- b. If the church is found to be in significant conflict but makes satisfactory efforts to comply as determined by the Credentials Committee, no further action is needed.
 - c. If the church has been found to be in conflict and makes no effort to comply, the Credentials Committee will notify the other member churches of the Association at least 30 days prior to the upcoming Annual meeting or a special-called meeting for that purpose. The church will then be removed from the membership of the Association by two-thirds majority vote of the messengers present at the scheduled Annual meeting or a special-called meeting for that purpose.
- 2. Membership Expectations: If the Credentials Committee receives report and determines that a church has failed to fulfill at least one of the four responsibilities and expectations (Article VII, Section C) for a period of two successive years they shall automatically be considered to have removed themselves from the PASB.
 - a. After one year of delinquency is determined by the credentials committee (Article VII, Section D2), they shall send a letter of notification and encouragement to said church. The credentials committee will make attempts to meet with the church leadership after the letter has been sent.
 - b. After two years of delinquency, the credentials committee shall notify said church of their removal from membership. They will be encouraged to apply for membership (Article VII, Sections A & B) when they are ready to fulfill the responsibilities and expectations of member churches.
- 3. Voluntary: Any church may withdraw from the PASB at its own discretion, which does not require a vote. A letter of notice of withdrawal is required at least 30 days prior to the Annual meeting. A church that withdraws from membership in the PASB may apply for membership at a later date (Article VII, Sections A & B).

ARTICLE VIII: COMMITTEES & MINISTRY TEAMS

A. Committees:

The body shall have the following standing committees: Nominating Committee, Budget & Finance Committee, Audit Committee, Personnel Committee, Trustees, and such other standing committees as deemed necessary.

- 1. Term of Service: The Audit Committee, Trustees, and Personnel Committee are rotational. Members of these committees shall serve for a term of three years each. The Nominating Committee shall designate which members shall initially serve one, two, and three year terms upon the first election. Members

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may not succeed themselves, but may be elected again after a lapse of one year. In the case that a committee member is unable to complete a 3 year term, the Nominating Committee shall appoint someone to complete the resulting unexpired term.

2. Duties:

- a. Nominating Committee: (5 Members) At the close of the Annual Meeting, the newly elected Moderator, in consultation with the AMS, shall recommend the members of the Nominating Committee to be approved at the first Executive Board meeting following the Annual Meeting. The Nominating Committee will serve until the approval of the new Nominating Committee. No one may serve more than three consecutive terms on the Nominating Committee. It shall be the duty of the Nominating Committee to recommend all officers, other standing committees, and Ministry Teams for approval at the Annual Meeting by the messengers of the PASB. The Moderator, in consultation with the AMS, shall appoint any ad hoc committees as directed by the Executive Board.
- b. Budget & Finance Committee: (Treasurer & 2 Members) Recommend budget for approval at the Annual Meeting and implement financial policies that have been approved at an Executive Board Meeting or the Annual Meeting of the PASB.
- c. Audit Committee: (3 Members) Initiate and conduct an annual review of the financial records and provide a report of that review/audit to the Messengers at the Annual Meeting.
- d. Personnel Committee: (3 Members, at least one shall be a female) Respond to any concerns or issues concerning personnel. Develop job descriptions for all personnel and present to the Executive Board for approval. Conduct an annual review of the AMS to evaluate fulfillment of their job description with input from the current PASB officers. Recommend compensation adjustments to the Budget & Finance Committee.
- e. Trustees: (3 Members) The Trustees shall hold legal and equitable title to the PASB property vested to the use of the PASB and other duties. The Trustees shall perform their duties as above defined with the direction and oversight of the Executive Board of the PASB and shall submit a report at the Annual Meeting of the PASB.

B. Ministry Teams:

The following ministry teams will carry out the Core Values in Article IV.

1. Church Strengthening
2. Church Mobilization
3. Church Planting

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ARTICLE IX: MEETINGS

A. Annual Meeting

1. Administration of Meeting: This body shall meet annually during the Fall. The Moderator will lead this meeting and will use Robert's Rules of Order as a general guide with particular attention to the following points:
 - a. Each session of the PASB Annual Meeting shall be opened and closed with prayer.
 - b. Each messenger, when he speaks in debate, or has any communication to make to the PASB, shall rise and address the Moderator and, when he has finished, he shall sit down.
 - c. No messenger shall speak more often than twice in any single debate on the same day without unanimous permission from the PASB.
 - d. When a member is called out of order, they shall sit down until the Moderator has determined whether they are in order.
 - e. When the Moderator desires to be heard in debate, or be temporarily absent, the chair shall be taken by the Vice Moderator, or in his absence, by some other member whom the Moderator may select.
2. Agenda: The agenda shall include, but not be limited to:
 - a. presentation and approval of all minutes including executive board meetings, special-called meetings, and the prior Fall annual meeting
 - b. presentation and approval of budget proposal
 - c. report of annual review of financial records by Audit Committee
 - d. presentation and approval of the Nominating Committee report
3. Messengers: The members of this body shall consist of one messenger from each member church. One additional messenger may be allowed for each additional twenty resident members, or for each 1% of undesignated receipts given to the PASB in the preceding year as reported on the ACP. If no ACP is submitted, member churches will only have one messenger. No church shall have more than ten messengers.

B. Executive Board Meetings

1. Members:
 - a. The Executive Board of this body shall consist of:
 - The pastor and two lay members (Article VII, Section C4) from each church,
 - The pastor of each church plant,
 - The officers of the PASB.
 - b. In the event that a church is without a pastor, the church may elect an alternate to serve on the Executive Board during the interim period.

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- c. In the event that a pastor is elected as the acting Moderator of the meeting or an employee of the PASB, that may not vote in meetings, the church may elect a third lay member to serve on the Executive Board.
 - d. Any attendees in addition to the allotted maximum number from each church must register as guests, and do not retain voting privileges.
- 2. Purpose:
 - a. The Executive Board shall have charge of the work of the PASB between its Annual meetings. (Article IX, Section E1)
 - b. The Executive Board shall appoint all officers and agencies that may be required during that time.
 - c. Voting: upon checking in at the Executive Board meeting, each Executive Board member shall be issued a ballot confirming their eligibility to vote
 - Raised Ballot – any open floor vote shall be indicated by raised ballot
 - Secret Ballot – anytime a secret ballot is called for, the ballots shall be counted by the Vice Moderator, clerk, and one Executive Board Member selected by the Moderator.
 - d. Unless otherwise specified in these bylaws, the threshold for approval is simple majority of those present and voting. Prior to a vote any Executive Board member may move to raise the voting threshold to 2/3 majority.
- 3. Special-Called Meetings

In the event a time-sensitive matter occurs, which calls for Executive Board action, the Moderator may schedule a special-called meeting. Two weeks notice will be given of the date, time, location, and agenda of the meeting. Only the announced matter will be considered during the special-called meeting. Notice will be given to all Executive Board members which have been reported to the PASB.

ARTICLE X: PERSONNEL

A. Associational Mission Strategist (AMS)

1. Call

Upon the notice of vacancy, the moderator shall immediately notify the Nominating Committee and call for a special-called Executive Board meeting within two weeks. The Nominating Committee shall recommend a 5 person AMS Search Committee at the aforementioned special-called Executive Board meeting. The Search Committee shall consist of at least one female and include representation from five separate PASB churches with each region being represented.

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- The AMS Search Committee shall have their first meeting within two weeks of their appointment.
- The AMS Search Committee shall establish their procedural policies and voting thresholds.
- The AMS Search Committee shall give a substantial and detailed report of progress at each Executive Board meeting until candidate is presented.
- The AMS Search Committee shall review and recommend updates of the job description to the Personnel Committee.
- The AMS Search Committee shall consult with the Budget & Finance Committee regarding compensation.
- The AMS Search Committee shall notify the Moderator when a candidate is to be presented to the Executive Board. Votes will be taken by secret ballot and will require a 2/3 majority vote.
- In the event the candidate does not receive a 2/3 majority vote, the Search Committee will be disbanded and the procedure to form a new Search Committee will commence immediately.

2. Review

An annual review will be conducted by the Personnel Committee in order to offer encouragement, identify opportunities for improvement, and identify resources to better equip the AMS in their role. The review shall be based only on the job description.

3. Dismissal

In the event the AMS has consistently and significantly failed to fulfill the duties as outlined in the job description, engaged in significant moral failure, or promoting doctrine(s) contrary to the Holy Bible as interpreted by the BF&M 2000, the PASB may determine that we are better served with dismissing the AMS. The process for dismissal of the AMS may only occur as follows:

- Upon recognition of a matter of significant concern presented to the Personnel Committee, the Personnel Committee and PASB Officers shall meet with the AMS to discuss matters of concern to determine if there is a path toward resolution.
- In the event no resolution can be achieved, the Personnel Committee with the PASB Officers will jointly determine that the process toward dismissal will be initiated.
- If the Personnel Committee and the PASB Officers recommend dismissal, the moderator will announce a special-called meeting of the Executive Board. This meeting will be closed and only Executive Board members meeting the qualifications in Article VI Section C4 are invited to attend.

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- The matter of dismissal of the AMS will require 2/3 majority of votes cast. The voting process will be by secret ballot according to Article IX Section B3.

B. Freeda Harris Baptist Center (FHBC) Director

1. Call

The Director of the FHBC is hired by the PASB Executive Board upon recommendation from the FHBC Advisory Committee.

2. Review

The FHBC Director is under the direct supervision of and receives an annual review by the AMS.

3. Dismissal

In the event the FHBC Director has consistently and significantly failed to fulfill the duties as outlined in the job description, engaged in significant moral failure, or promoting doctrine(s) contrary to the Holy Bible as interpreted by the BF&M 2000, the PASB may determine that we are better served with dismissing the FHBC Director. The process for dismissal may only occur as follows:

- Upon recognition of a matter of significant concern presented to the Personnel Committee, the Personnel Committee and FHBC Advisory Committee shall meet with the FHBC Director to discuss matters of concern to determine if there is a path toward resolution.
- In the event no resolution can be achieved, the Personnel Committee with the FHBC Advisory Committee will jointly determine that the process toward dismissal will be initiated.
- If the Personnel Committee and the FHBC Advisory Committee recommend dismissal, the moderator will announce a special-called meeting of the Executive Board. This meeting will be closed and only Executive Board members meeting the qualifications in Article IX, Section B1 are invited to attend.

The matter of dismissal of the FHBC Director will require 2/3 majority of votes cast. The voting process will be by secret ballot and counted by the Moderator and Clerk.

C. Other Associational Staff

The association may employ additional staff as deemed beneficial in carrying out the mission.

- A job description for each staff position will be developed by the Personnel Committee.

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- In the event of a vacancy of an existing staff position the AMS in conjunction with the Personnel Committee are authorized to fill the position.
- When the addition of a new staff position is deemed beneficial the AMS and Personnel Committee should consult with the Budget & Finance Committee to determine how compensation can be budgeted.

When using the approved budgeted funds for compensation, no additional approval is needed. Any adjustments to the budget must be approved by the Executive Board. [For example, if an intern is hired from the Mission Mobilization budget line no further approval is needed, but if additional funds are to be allocated this shall be approved by the Executive Board.] Once compensation is approved, the AMS & Personnel Committee are authorized to craft a job description and fill the position.

- Unless otherwise stated in their job description, all other positions report to and are evaluated by the AMS.

ARTICLE XI: AMENDMENTS

This constitution may be amended except Article III by concurrence of two-thirds of the members present at the Annual meeting, on having been given notice of the proposed alteration or amendment at the previous March Executive Board meeting.