

**Bylaws of Team Church  
Located in Matthews, North Carolina**

**Article I: Name and Principal Office**

The name of the Corporation is Team Church, Inc. Incorporation originally started in October, 1999 as Charlotte South Fellowship within the State of North Carolina.

The Corporation will be further referred to in the bylaws as “Team Church.” The church maintains its principal office at 2301 Stevens Mill Rd., Matthews, North Carolina. The Lead Team of the church has full power and authority to change the principal office from one location to another. The Lead Team is responsible for any changes, adoptions or deletions to the official by-laws of Team Church.

**Article II: Statement of Purpose, Responsibilities and Values**

**1. Team Church One Purpose:** *To reach people where they are and lead them to full devotion in Jesus Christ!*

**2. Team Church Shared Responsibilities:** To reach our community and ultimately the world with the GOOD NEWS of Jesus Christ. The Bible emphasizes the importance of each person being part of the local church. These are individual responsibilities done together as a body (Team) of devoted Christians for the ultimate success of the One Purpose of the Church.

**LOVE Authentically**

- Jesus spoke often about the importance of loving one another. People matter to God; therefore, they matter to us! This means that we treat ALL people with compassion, grace and dignity. We show concern for their welfare in biblically practical ways and make every effort to help people feel welcomed here at Team Church.
- In the church, we believe in “Doing Life Together” and that the pursuit of health relationships is vital for every Christian. Integrity, honesty, humility and accountability are the cornerstone of these relationships.

**SERVE Sacrificially**

- Jesus said that He came not to be served, but to serve others. God has given each of us gifts and passions that are to be used compatibly with the purpose of the church and its ministries. Our value of TEAM is never more evident than when we serve together for a common goal. Matthew 20:28; Mark 10:45

**GIVE Generously**

- Jesus said that it is more blessed to give than to receive! He also said that our treasures and our hearts are intertwined. We are to live our lives as financial stewards of all that God has given to us and to graciously support the church

through our regular financial giving. The principle of the tithe is used by Christians to support the mission of the local church. Acts 20:35; Matthew 6:21

#### **SHARE Intentionally**

- Jesus said we are to tell others about Him. We are to identify those who are lost and do not have a personal relationship with Him. Then, we are to invest in them by sharing about Jesus Christ and inviting them to accept Him as their personal savior. Matthew 28:19-20

**3. Team Church Values:** These are the items that we feel called to that make us unique in our community. It is our culture, our DNA, our basic operating principles.

#### **TEAM**

- Team Church believes in “WE” over “ME” and that every Christian has value for the local church and has God given gifts and passions that are to be used compatibly with the purpose of the church and its ministries.
- Team Church believes the church should be led by those with the spiritual gift of leadership and they are to be equippers and servants to the church. This includes the responsibilities of LOVE, SERVE, GIVE, SHARE.
- Nehemiah 1-2, Acts 6:2-5; Romans 12:8

#### **AUTHENTIC RELATIONSHIPS**

- Team Church believes in “Doing Life Together” and that the pursuit of healthy relationships is vital for every Christian. Integrity, honesty, humility and accountability are the cornerstone of these relationships.
- Acts 2:44-47; Luke 6:12-13

#### **CULTURALLY RELEVANT**

- Team Church believes that the church should be culturally relevant while remaining biblically pure. This includes the experience of grace felt during our services and the strategy of how all ministry is presented through our facility, media, technology and the arts.
- 1 Cor. 9:19-23; 1 Peter 3:15

#### **BIBLICAL TRUTH**

- Team Church believes that the Bible is the never changing inspired Word of God and is the greatest catalyst for transformation in individual lives.
- Romans 12:7; 2 Timothy 3:16-17; James 1:23-25

#### **MISSIONAL**

- Team Church believes the local church should be consistently engaged in serving, helping and inspiring those who are less fortunate locally, regionally and globally.
- This belief drives our concept of intentional impact in local schools, local mission organizations and trusted foreign organizations.
- Acts 1:8; James 1:27; 1 Timothy 5:3-16

#### **STRATEGIC EVANGELISM**

- Team Church believes that all lost people matter to God and therefore, they matter greatly to us. This includes teaching the concepts of individual relational evangelism and church wide processes.
- Luke 5:30-32; Luke 15; Matthew 18:14

#### **FOCUSED DISCIPLESHIP**

- Team Church believes that the pursuit of full devotion to Jesus Christ and the Bible's teachings is normal for every Christian and is evident through a visual lifestyle. Full devotion is personally driven through the continual growing in BIBLE, PRAYER and WORSHIP.
- Ephesians 4; Hebrews 12:1; Philippians 1:6, 2:1-11; 1 Kings 11:4; 2 Cor. 8:7

#### **WORSHIP**

- Team Church believes corporate worship honors God, inspires His people and unites the fellowship. Worship is a response to who God is and what He is doing in our lives.
- Isaiah 12:5; Hebrews 13:15; Psalm 96:9

### **Article III: Statement of Faith**

1. **Team Church believes** that God is the creator and sustainer of the universe. He has eternally existed in three personalities: the Father, the Son and the Holy Spirit. These three are co-equal and are the one God. (Genesis 1:1-27; Deuteronomy 6:4; Psalm 90:12; Matthew 28:19; 1 Peter 1:2; 2 Corinthians 13:14; Acts 5:3-4)
2. **Team Church believes** Jesus is the Son of God. He is co-equal with the Father. Jesus was born to a virgin, lived a sinless human life and offered Himself as the perfect sacrifice for the sins of all people by dying on a cross. He arose from the dead after three days to demonstrate His power over sin and death. He ascended to Heaven's glory and will return again someday to earth to reign as King of Kings, and Lord of Lords. Jesus is the only way for people to be reconciled to God. (Matthew 1:22,23; Isaiah 9:6; John 1:1-5; 14:10-30; Hebrews 4:14,15; 1 Corinthians 15:3-4; Romans

1:3,4; Acts 1:9-11; 1 Timothy 6:14,15; Titus 2:13).

3. **Team Church believes** the Holy Spirit is co-equal with the Father and Jesus. He is present in this world to make men aware of their need for Jesus Christ. He also lives in every follower of Jesus from the moment of salvation. He provides the Christian with power for living, understanding of spiritual truth, and guidance in doing what is right. He gives every believer a spiritual gift when they are saved. As followers of Jesus we seek to live under His control daily. (2 Corinthians 3:17; John 14:16,17; 16:7-13; Acts 1:8; 1 Corinthians 2:12; 3:16; Ephesians 1:13; Galatians 5:25; Ephesians 5:18)
4. **Team Church believes** the Bible is God's word. It was given to us by God through human beings who were inspired by Him. It is the supreme source of truth for Christian beliefs and living. Because it is inspired by God, it is the truth without any mixture of error. (2 Timothy 3:16; 2 Peter 1:20,21; 2 Timothy 1:13; Psalm 119:105, 106; 12:6; Proverbs 30:5)
5. **Team Church believes** that human beings were made in the spiritual image of God. People are the supreme object of God's creation. Although every person has tremendous potential for good, all of us are marred by an attitude of disobedience toward God called "sin." This attitude separates people from God and causes many problems in life. (Genesis 1:27; Psalm 8:3-6; Isaiah 53:6a; Romans 3:23; Isaiah 59:1,2)
6. **Team Church believes** that men and women are created equally in worth and identity in Christ (Galatians 3:6-28) and that we all possess spiritual gifts (1 Corinthians 12:11).
7. **Team Church believes** that the Bible teaches that men and women are created differently and purposely. Best shown through the covenant of marriage, the two are able to become one physically, emotionally and spiritually (Genesis 2 and Ephesians 5). This illustrates how the church is to function with Christ as the head and believers serving as parts of the body (Ephesians 5 and Titus).
8. **Team Church believes** the term "marriage" has only one meaning and that is marriage sanctioned by God which joins one man and one woman in a single, exclusive union, as delineated in Scripture. God in His divine wisdom created marriage as the covenanted, conjugal union of one man and one woman. Sexual intimacy is a gift from God and has its proper place only within the context of marriage. (Genesis 2:18-24; Matthew 19:4-6; Hebrews 13:4)
9. **Team Church believes** Salvation is God's free gift to us, but we must accept it. We can never make up for our sin by self-improvement or good works. Only by trusting in Jesus Christ as God's offer of forgiveness can anyone be saved from sin's penalty.

When we turn from our self-ruled life and turn to Jesus in faith we are saved. Eternal life begins the moment one receives Jesus Christ into his or her life by faith. (Romans 6:23; Ephesians 2:8-9; John 1:12; 14:6; Titus 3:5; Galatians 3:26; Romans 5:1)

10. **Team Church believes** God gave us eternal life through Jesus Christ, and a believer is secure in that salvation for eternity. If you have been genuinely saved, you cannot “lose” your salvation. Salvation is maintained by the grace and power of God, not by the self-effort of the Christian. Salvation is the grace and keeping power of God that gives us security. (John 10:28-29; 2 Timothy 1:12; Hebrews 7:25; 10:10-14; 1 Peter 1:3-5)

11. **Team Church believes** people were created to exist forever. We will either exist separated from God by sin in Hell, or eternally with God through forgiveness and salvation in Heaven. Heaven and Hell are real places of eternal existence. (John 2:25; 3:16; John 5:11-13; Romans 6:23; Revelation 20:15; Matthew 1:81; 2:44-46)

#### **Article IV: Membership**

##### **1. General**

Membership at Team Church is open to any person who has personally accepted Christ to be their Savior and Lord, who has received believers’ baptism, and who desires to be in a covenant with Team Church, as a local body of believers. Membership in no way is a prerequisite for involvement in every ministry, but is required for ministry leadership and specific ministries as determined by the Lead Pastor.

The New Testament presents a picture of definable groups of people who, once committed to the Lord, identified themselves with and committed themselves to a particular local body of believers that is the Church (Acts 2:42-47; Romans 16:1; I Corinthians 1:2; II Corinthians 8:1; Philippians 1:1; Acts 11:26).

##### **2. Qualifications for Membership**

- A personal commitment of faith in Jesus Christ for salvation.
- Believers’ baptism is a testimony of salvation. Baptism is to be performed by immersion. If a previous baptism was by means other than immersion, the Lead Pastor or other pastor(s) specified by the Lead Pastor is to determine whether this qualification has been met.
- Completion of the church’s membership class and signature of Membership Covenant to uphold the values and purpose of the church as stated in the By-laws.
- A commitment to abide by the Membership Covenant as described by what it means to be a fully devoted follower of Christ at Team Church.

### **3. Responsibilities of Membership**

- Love: Participation in the body of Christ and connection with others in authentic relationships (Matthew 18:37-40).
- Serve: Serving Christ's body (the church) according to individual, God-given spiritual giftedness and passions (Romans 12:6-8).
- Give: Honoring God with one's time, treasure, and talents and supporting the church using the biblical precedent of the tithe as a goal to reach or exceed (2 Corinthians 9:6-8).
- Share: Participation in helping to share the good news of Jesus Christ with as many people as possible (2 Corinthians 5:18-21).

### **Termination of Membership**

Members shall be removed from Team Church membership for the following reasons:

- Death
- Transfer of membership to another church.
- Personal request of the member.
- Dismissal by the Lead Team:
  - a. The member's life and conduct is not in accordance with the spiritual pattern for a Christian and not in accordance with the Membership Covenant such that the member hinders the ministry influence of the Church in the community.
  - b. Procedures for dismissal shall be according to Matthew 18:15-17

### **4. Restoration of Members**

Members dismissed by the Lead Team shall be restored by the Lead Team according to the spirit of II Corinthians 2:7-8, when their life and conduct are determined to be in accordance with the scriptural instructions for the Christian, as well as the Membership Covenant.

### **5. Marriage Services**

The marriage covenant can only be performed Team Church Staff Pastors who are licensed and ordained. Team Church facilities can only used by a couple seeking marriage where at least one person is a member of Team Church.

### **6. Non-Liability of Members**

A member of the Church shall not solely, because of such participation, be personally liable for the debts or obligations of the Church.

## **Article V: Leadership**

### **1. General**

The leadership of Team Church is based upon the nature of the church as revealed in Scripture, as well as the necessary legal requirements for a recognized religious

organization. The leadership structure of the church is intentionally designed to accommodate simplicity, growth, unity, and biblical teaching.

There is no one “true” way to lead and operate a church. The function and principles of leadership, authority, and governing are clear but a definitive operational standard is not set. Therefore, at Team Church we have chosen what we believe is the best method of leadership, authority, and polity for our specific church and culture. We believe our chosen leadership and governing style is in line theologically with the Bible, parallels our philosophy of leadership and is in tune with our present culture.

## **2. Leadership Structure**

The leadership structure of Team Church is staff led, with Lead Team oversight of the Lead Pastor. It involves one Lead Pastor, other ministry specific Staff Pastors, and Ministry Directors. The Lead Team is the overall governance of Team Church and is composed of voting lay leaders and the Lead Pastor who is a non-voting member.

## **3. Lead Pastor**

Christ alone is the head of the church (Colossians 1:18; Ephesians 1:22-23). Yet for the purpose of order, and in accordance with the teaching of the Bible, certain individuals have been charged with leadership responsibilities according to their spiritual giftedness (Ephesians 4:11-13; I Corinthians 12). Three different terms are used interchangeably and reflect the different functions of the same office. The New Testament church had a plurality of pastors in each local church setting (I Peter 5:1-12; Acts 20:17-18; Titus 1:5-7; I Timothy 5:17).

**A. Responsibilities:** The pastoral staff, ministry directors, and other participants are under the direction and supervision of the Lead Pastor. The Lead Pastor is responsible for:

1. Sheppard the spiritual instruction, needs and discipleship of the church through caring servant leadership.
2. Nurture and communicate the vision and direction of the church to the staff and congregation.
3. Provide executive and administrative leadership to the members, staff, and ministries of the church.
4. Teaching and preaching of biblical doctrine that is engaging, insightful and challenging.
5. To be the face of the organization. To be the external representation.

**B. Service:** The Lead Pastor shall continue to serve as Lead Pastor until the relationship is ended by one of the following:

1. Submittal of resignation or upon death.

2. At the request of the full Lead Team (excluding the Lead Pastor), a vote is taken of a quorum of the members, at which time a count of 80% of those present is needed for termination.
3. Dismissal for lack of performance against responsibilities and metrics agreed upon by Lead Team and Lead Pastor. This requires a Lead Team vote of >85%.

**C. Vacancy:**

Upon the occurrence of a vacancy in the role of Lead Pastor, the Lead Team shall initiate a search for the candidates to fill the position. Once the Lead Team has selected a candidate, the candidate's name will then be announced to the congregation. Approval of >85% of the Lead Team is needed for hiring of a new Lead Pastor.

**D. Staff Dismissal:**

The Lead Pastor shall not call or dismiss a member of the staff without first consulting the Lead Team. The final determination of dismissal is completely the Lead Pastor's decision. In the event that the Lead Pastor has been at Team Church for less than two years, the Lead Team must reach unanimous decision for a staff person to be dismissed.

**4. Lead Team**

It is the belief and firm conviction of Team Church that the Bible gives clear teaching concerning the functions and roles that godly servant leadership needs to fulfill in a healthy local Church.

**A. Composition:**

1. The Lead Team may consist of the Lead Pastor and no less than three (3), and no more than seven (7), non-paid members of Team Church (size to support the needs & growth of Team Church).
2. The Lead Pastor is considered a non-voting member of the Lead Team
3. The remaining Lead Team members are considered voting members

**B. Responsibilities:**

1. Protect the Mission & Purpose of Team Church.
2. Provide spiritual oversight to our structure and policy.
3. Provide church discipline.
4. Provide prayer support for the church.
5. Set and maintain performance goals/metrics, salary and benefits for Lead Pastor.
6. Provide personal & professional accountability and encouragement for the Lead Pastor.



7. Long term continuity and relationships.

**C. Service:**

1. Excluding Lead Pastor, each Lead Team member will serve a three (3) year term. Lead Team members may serve a maximum of two (2) consecutive terms for a total of six (6) years in succession, upon which time a minimum of a one (1) year hiatus must be exercised. Team Church Lead Team members will be on offset terms in order to avoid the full turnover of the entire Lead Team at one time. Typical terms will begin with the new calendar year.
2. Participation and attendance during the Lead Team calendar is crucial and expected to be 100%. Virtual attendance is acceptable.
  - There will be 4 quarterly times of prayer.
  - There will 4-8 Lead Team governance meetings.
  - There will be an Annual Planning Meeting.
  - 1-2 hours of prep is required between meetings.
3. In the event a Lead Team member feels they are no longer called by God to serve or determine they are unable to fulfill their term, the remaining Lead Team members will seek a replacement to complete the balance of the vacated term.
4. A Lead Team member may also be asked to step down if they are no longer in compliance with the qualifications and responsibilities of the position. Lead Team member removal requires a >85% vote of the current Lead Team.

**D. QUALIFICATIONS**

Team Church Leadership criteria is Biblically sound based upon the following: Acts 6:1-6; Romans 12:3-8; 1 Peter 5:1-4 and James 5:14. The following qualifications are required for consideration to serve as a Lead Team member at Team Church:

1. Must be a confessing Christian who has been baptized as a believer.
2. Must be an active member attending on average, (3) out of (4) Sundays each month.
3. Must be personally devoted to growth in prayer, Biblical understanding & worship.
4. May be male or female (see Leadership Handbook)
5. Must have a spouse (if member is married) who supports the One Purpose, Personal Devotion and Shared Responsibilities of Team Church.

6. Must have a genuine desire to exhibit responsibilities of Love, Serve, Give and Share:
  - Models a Christian life that encourages spiritual growth, fosters loving relationships and prays for others.
  - Has a proven track record of service and faithfulness to the mission of Team Church as a Leader or Volunteer for a minimum of 3 years.
  - Is a member of or is leading a Home Team.
  - Is obedient to the Biblical principle of tithing.
  - Is committed to reaching out to the unconnected, unchurched and unbelievers
7. Must be able to work in harmony with others - must not be a person who consistently causes disputes or has personality conflicts with other people.
8. Displays thoughtful, biblically-guided choices in matters of behavior, entertainment and interpersonal relationships including living by the Biblical principles of marriage.
9. Fosters integrity and values of honesty and trust.
10. Must be committed and willing to serve in areas of passion and that fall in line with identified natural gifts and talents.
11. Agree and supports the Lead Team actions and policies.

**E. Responsibilities:**

At Team Church the Lead Staff is responsible for leading the day-to-day ministry, mission, and vision of our Fellowship. The Lead Team serves as the overall governing and support team for our Fellowship in fulfilling our vision and mission.

*(\*) –indicates activities or decisions requiring Lead Team vote of  $\geq 85\%$  for approval.*

**1. Planning**

- Develop and execute an Annual Calendar.
- Review and approval of an Annual Budget (in coordination with Lead Pastor).\*
- Approval of long range Team Church goals (in coordination with Lead Pastor).\*
- Approval of annual Team Church objectives and metrics (in coordination with Lead Pastor).\*
- Approve amendments and changes to By-laws. \*

**2. Spiritual**

- Set aside four (4) times per year for corporate prayer for our body and pastor.
- Advise the Lead Pastor so as to make better and wiser decisions.

- Monitor and support the spiritual health of the Lead Pastor.

### **3. Programming**

- Evaluation of services and programs.
- Soliciting contributions & fundraising campaigns.
- Approval of expenditures outside the approved Annual Budget.\*
- Ensure an annual audit is conducted.

### **4. Personnel**

- Establish annual goals & performance metrics for Lead Pastor.
- Employ/perform annual evaluation of Lead Pastor.
- Set and maintain salary and benefits for Lead Pastor.
- Approve decisions to add Team Church staff.\*
- Source & appoint new Lead Team members.
- Establish Lead Team officers (President, Treasurer & Secretary).
- Plan & develop Lead Team meeting agendas (in coordination with Lead Pastor).
- Create ad hoc committees as required.

### **5. Church Discipline**

- Confront a leader, member or attender regarding behavior harmful to the Church.
- One member will be sent to discuss the matter one on one and report back to the Lead Team.
- A person can only be reinstated after dismissal upon unanimous approval of Lead Team.

### **6. Specialized Committees or Volunteers**

- Form & lead site acquisitions, expansion or major improvement committees.
- Form & lead key Financial volunteers or committees.
- Drafting and/or revising personnel policies or job descriptions for approval.

## **Article VI: Lead Team Officers and Calendar**

### **1. General**

The Lead Team will staff officers in four (4) primary positions with respective responsibilities. All officers must be Lead Team members. Lead Team officers are nominated by the Lead Team members and must be approved by > 80% of the Lead Team.

All Lead Team members not serving as officers will be available to be appointed by the President to serve on Ad-Hoc committees or to fill in for Lead Team Officer positions that are vacated before the end of a term.

## **2. Officers:**

### **A. President**

- Establish Lead Team meeting schedules
- Call/direct Lead Team meetings & carry out agenda
- Ensure Lead Team adherence to Annual Calendar (see SECTION V)
- Must have served on Lead Team for one year prior to becoming President.

### **B. Lead Pastor**

- Lead group spiritually with wisdom and discernment
- Provide feedback in day to day functionality of the church and staff
- As chief executor, provide updates and guidance on Church's progress to the strategic plan
- Single point of contact between Lead Team and Staff.

### **C. Treasurer**

- Review annual budgets initially prepared by staff, to help develop appropriate procedures for budget and ensure annual audit execution
- Report to the Board any financial irregularities, concerns, opportunities
- Recommend financial guidelines to the Lead Team and advise on financial priorities & reporting
- Work with staff to design financial reports and ensure that reports are accurate and timely
- Be an official Signor on financial accounts in lieu of Lead Pastor.

### **D. Secretary**

- Compile Lead Team meeting agendas in coordination with Lead Pastor and President
- Record and distribute Lead Team meeting minutes
- Maintain all records & documentation of Lead Team decisions and discussions
- Acts as President of the Board if President is not present.

## **7. Annual Calendar**

The following elements will constitute the Annual Calendar for Team Church Lead Team governance:

- A. Quarterly corporate prayer for our body and pastor
- B. Quarterly review of Team Church finances and key metrics: January, April, July & October
- C. Approval of the Annual Budget no later than the 1<sup>st</sup> Friday in December

- D. Lead Pastor annual performance evaluation no later than the 2<sup>nd</sup> Friday in December
- E. Election of Lead Team officers during the 1<sup>st</sup> meeting of the new calendar year
- F. Appointment and onboarding of new Lead Team members during the 1<sup>st</sup> meeting of the new calendar year
- G. Establish annual performance goals and metrics for Lead Pastor no later than the 1<sup>st</sup> meeting in February

**Article VII: Other Staff Members**

Other staff members shall be hired as needed in accordance with the above-stated areas of responsibility, the annual budget, and as the personnel and financial policies of the church. Such staff members shall be responsible to their immediate supervisors or designated staff persons.

**Article VIII: Officers of Corporation**

Lead Pastor/President	Kenny Hibbard 7026 Kidwelly Lane Matthews, NC 28104
Vice President	Clint Newton 3919 Faith Church Rd. Indian Trail, NC 28079
Secretary	Robin Priles 4006 Fine Robe Dr. Indian Trail, NC 28079

**Article VIII: Authority to Execute Legal Documents**

Official documents of the Corporation may be executed by the Lead Pastor, Vice President or Secretary.

**Article IX: Real Property, Debt and Large Expenditures**

1. Title  
Title to all real property of the Church shall be in the name of the Church.
2. Purchasing Real Property  
Real property may be purchased in the name of, and on behalf of, the church by the act of the Lead Team of the church after the proposal to do so has been presented to and approved by voting members of the Lead Team by >85%.

3. Disposition of Real Property

- Real property of the church may be sold, mortgaged, conveyed, transferred, or otherwise disbursed by voting members of the Lead Team by >85%.
4. Upon any permanent disbanding of Team Church, all real property will be disposed of under the direction of the Lead Team.
5. Lead Pastor has authority to spend up to \$5000 on unauthorized and unbudgeted expenditures without approval from Lead Team.
6. Lead Pastor cannot initiate any agreement that incurs debt without Lead Team approval.

