

Dear Members of Ardmore Baptist Church,

At the Church Conference scheduled on July 28, 2024, at 4:00 p.m., the congregation of Ardmore Baptist Church will consider, discuss, and vote on adopting Amended and Restated Bylaws of our church.

In order to provide our members with full knowledge of the proposed Amended and Restated Bylaws, the Administrative Team of the Deacon Council will hold two Listening Sessions, where the Amended Bylaws will be discussed, questions answered, and our members given the opportunity to express their views concerning this important matter.

The first Listening Session will be held on Sunday, June 30th, from 9:30-10:30 a.m. in the Fellowship Hall. The second Listening Session will be held on Sunday, July 21st, from 5:00-6:00 p.m., also in the Fellowship Hall. Please make every effort to join us for one or both Listening Sessions.

Please note that the proposed Amended and Restated Bylaws include no changes in the overarching mission, purpose or character values and beliefs of the Church. There are also no proposed changes in the requirements for membership of the Church.

Please also note also that the draft of the Amended and Restated Bylaws considered for adoption at the Church Conference held on January 19, 2024, provided that all paid permanent employees of Ardmore Baptist Church, including all ministerial staff, and their respective spouse, parents, and children, would be ineligible to serve as a Deacon. This provision has been modified and the Amended and Restated Bylaws to be considered on July 28, 2024, provides only that the spouse of such paid permanent employee, including ministerial staff, is ineligible to serve as a Deacon.

To help facilitate and prepare for discussion about the proposed Bylaws, both at the Listening Sessions as well as the Church Conference, we want to provide you with a summary of what we consider to be the substantive revisions included in the Amended and Restated Bylaws to be considered on July 28th. In that regard, please consider the following:

1. The number of mandatory Church Conferences has been reduced from four each year to three. Of course, additional Church Conferences can be called and scheduled, as necessary.
2. We removed all references to the Ardmore Announcer and provided that all notices required in the Bylaws shall be “published in a fair and reasonable form of communication widely available to the Congregation of the Church.”
3. Clarified that a member of the Church can be considered for any paid staff position within the Church, pastoral, administrative or otherwise.
4. Confirmed the “Senior Pastor” as a defined term to clarify references to the “pastor” in the Bylaws.
5. Affirmed the procedure for selecting a search team for the seeking and calling of Associate Ministers and staff and clarified procedure for termination of ministers.
6. Clarified the process for determining the number of Deacons to allow greater flexibility and common sense in considering the number of Deacons.
7. Provided that all paid permanent employees of Ardmore Baptist Church, including all ministerial staff, and their respective spouse, shall be ineligible to serve as a Deacon, but any such person serving at the time of the adoption of these Bylaws shall be allowed to complete their current term of service. Any question of eligibility to serve as a Deacon based upon a person’s status as a paid permanent employee shall be referred to and determined by the Deacon Council, taking in consideration the recommendation of the Administrative Team of the Deacon Council.
8. Revised the election process for Deacons to provide for situations when there are not enough nominees to fill the number of Deacons to be elected each year, and attendant issues.
9. Clarified slightly the role of the officers of the Church (for legal purposes under North Carolina law), including expanding the role of the Treasurer to provide for appropriate and prudent financial oversight and supervision of the Church’s finances. Made no substantive changes in authority granted to other officers.

10. Clarified the use of “ministry team” instead of MALT (as suggested by our ministerial staff), although the acronym “MALT” has never really been used in the Bylaws.
11. Affirmed that the Church MUST have the following standing committees: Budget-Finance; Leadership; Personnel and Properties. The Church can form all other such additional committees as are required and necessary.
12. Provided that no person shall serve during the same terms on more than one committee if that committee is charged with directly addressing issues of personnel, finance, or property matters.
13. Provided a limitation for serving as chairperson of a ministry team (f/k/a MALT) as well as a procedure to remove of a member of a ministry team if necessary (there has been no such provisions for any MALT in the current Bylaws).
14. Clarified the role and duties of the Leadership Committee (this clarification was actually underway prior to the consideration of amending the Bylaws).
15. Provided that all paid permanent employees of Ardmore Baptist Church, including all ministerial staff, and their respective spouse, parents, and children, shall be ineligible to serve as a member of the Personnel Council, but any such person serving at the time of the adoption of these Bylaws shall be allowed to complete their current term of service. Any question of eligibility to serve as a member of the Personnel Council based upon a person’s status as a paid permanent employee shall be referred to and determined by the Deacon Council, taking in consideration the recommendation of the Administrative Team of the Deacon Council.
16. Provided that the Personnel Council shall counsel with the Senior Pastor to create and define such positions within the staff of the Church to provide for the proper management of all operational activities within the Church, including finances, properties, management, and all other areas.

17. Provided that the annual audit of the Church's financial records (which must take place at least every other year), shall be performed by an independent certified public accountant.
18. Included provisions for numerous other technical revisions to confirm that actions taken by the Church are in accordance with the Bylaws and revised certain outdated provisions (i.e. deleted reference to certain specific program organizations no longer in place and acknowledged that program areas shall be implemented as determined by the Church); and clarified length of terms of service for certain Committees.

We look forward to discussing with you the proposed Amended and Restated Bylaws of Ardmore Baptist Church. Please feel free to speak with any member of the Administrative Team of the Deacon Council if you have questions or comments prior to the Listening Sessions or the Church Conference. The members of the Administrative Team are Stephanie Daniel, Steve Cline, Les Davis, David Niblock, John Sanders, and Chris Turner.

Sincerely yours,

David Niblock,

For the Deacon Council Administrative Team