

S.A.L.T. HOME EDUCATORS, INC.

(Seeking and Learning Truth)

Charlotte, NC

Article I

Name

The name of this entity will be S.A.L.T. Home Educators, Inc., hereinafter referred to as the "SALT."

Article II

Purpose

Section 1. This corporation is organized exclusively for charitable, religious, educational, and scientific purposes, including for such purposes, the making of distributions to organization that qualify as exempt organizations under section 501(c) (3) of the Internal Revenue Code, or the corresponding section of any future tax code.

The mission of SALT is to provide education, support guidance and encouragement to one another as home educators and the homeschool community based on closely held Christian principles.

Notwithstanding any other provision of these articles, the corporation shall not carry on any other activities not permitted to be carried on (a) by a corporation exempt from Federal income tax under section 501(c) (3) of the Internal Revenue Code of 1986 (or the corresponding provision of any future United States Internal Revenue law) or (b) by a corporation contributions to which are deductible under section 170(c) (2) of the Internal Revenue Code of 1986 (or corresponding provision of any future United States Internal Revenue Law.)

Section 2. The principle office location of SALT shall be located in Mecklenburg County in the State of North Carolina. SALT is not organized for business or pecuniary profit.

Section 3. Upon the dissolution of this corporation, assets shall be distributed for one or more exempt purposes within the meaning of section 501(c)(3) of the Internal Revenue Code (or corresponding section of any future federal tax code), or shall be distributed to the Federal government, or to a state or local government, for a public purpose. Any such assets not so disposed of shall be disposed by the Court of Competent Jurisdiction of the county in which the principal office of the corporation is then located, exclusively for such purposes or to such organization or organizations, as said Court shall determine, which are organized and operated exclusively for such purposes.

No part of the net earnings of SALT shall inure to the benefit of, or be distributed to its members, trustees, officers, or other private persons, except that the organization shall be authorized and empowered to pay reasonable compensation for services rendered and to make

payments and distributions in furtherance of the purposes set forth in the purpose clause hereof. All funds received are reinvested to benefit the purpose of the group.

No substantial part of the activities of SALT shall be the carrying on of propaganda, or otherwise attempting to influence legislation, and the organization shall not participate in, or intervene in (including the publishing or distribution of statements) any political campaign on behalf of any candidate for public office.

Article III

Powers

Section 1. SALT will have the following powers:

- A. To expel, suspend, or refuse membership renewal of members or associates;
- B. To enforce the collection of dues and charges under such penalties as are hereinafter provided in these by-laws;
- C. To appoint such subordinate officers, agents as the business of SALT may require, prescribe their duties and fix their compensation.
- D. To make, amend and delete the by-laws of SALT. The Shepherding Board, with the Counseling advisors, may vote, by simple majority, to change or amend these by-laws in any manner consistent with these by-laws. All board members must be in attendance to vote on making such a change. Also, two-thirds (2/3) of the members present at any regular or special meeting of SALT may direct the Shepherding Board, with Counseling Advisors, to take such action as the SALT's members deem appropriate and consistent with these by-laws.

SALT By-Laws Last Revised: June 6, 2011

Article IV

Officers and Directors

Section 1. The Shepherding Board and Counseling Advisors shall consist of six (6) members of SALT who meet the following conditions:

- A. Must be actively home educating or had past experience doing so; exceptions to be reviewed by the Board and approved or disapproved;
- B. Must adhere to the statement of faith and comply with Deuteronomy 1:13.
- C. Must be active participants of SALT with 50% of yearly meetings attended;
- D. Must be strongly committed to home education.
- E. Must have been a member of SALT at least 3 years for the Shepherding Board and 2 years for the Counseling Board.

F. The Chairman of the Board will be voted in by the Board every year. The Chairman should be chosen from the Shepherding Board members unless the Board has a compelling reason to act otherwise. It is recommended that the Chairman serve a minimum of two (2) years. All new Board Members will be mentored by the existing Board.

G. If a Board member must resign, the Board will appoint a new member to replace the resigning member.

Section 2. Appointment and Terms of Office

A. The Shepherding Board shall consist of three (3) members. The Shepherding Board will serve a term of two (2) years with the exception of the Chairman and one (1) member who will serve three years for the sake of continuity. The Shepherding Board will choose the Shepherding board member to remain.

B. The Shepherding Board will be chosen from the Counseling Advisors that have served SALT at least one year. The Counseling Advisors from the previous year should serve. If for some reason one cannot serve then the Counseling Advisor or Advisors will be picked from ones that have previously served.

C. The Shepherding Board will be assigned areas of responsibility that they will oversee in the group.

Section 3. Counseling Advisors

A. The Shepherding Board will submit names of potential Counseling Advisors to SALT. These names will be taken from people who are willing to serve in the place of counseling Advisors and who meet the requirements in Section I Article IV.

B. SALT will vote for (3) counseling Advisors taken from those names submitted by Shepherding Board.

Section 4. Removal

The Board and Counseling Advisors shall have the power to discharge any Officer for good and sufficient cause. Removal action will be undertaken only after a hearing on the matter held in the form of an open meeting of the Board and Counseling Advisors with the Officer in question present at such a hearing.

Section 5. Meetings of the Shepherding Board and Counseling Advisors may be called, held or conducted in accordance with Robert's Rules of order as a guideline. A majority of the Shepherding Board will constitute a quorum at any meeting.

Section 6. Within the limits of the law for an incorporated entity, SALT shall indemnify any and all of its officers, members of the Shepherding Board and Counseling Advisors, or former officers or members, or any person who may have served at its request or by its election as a member or officer of SALT against expenses actually and necessarily incurred by them in connection with the defense or settlement of any action, suit or proceeding in which they, or any of them, are made parties, or a party, by reason of being or having been members or officers of SALT, except

in relation to matters as to which any such member or officer or former director or officer or person shall be adjudged in such action, suit or proceeding to be liable for willful misconduct in the performance of duty and to such matters as shall be settled by agreement predicted on the existence of such liability. The indemnification provided hereby shall not be deemed exclusive of any right to which anyone seeking indemnification hereunder may be entitled under any by-law, agreement, or otherwise, both as to action in his/her official capacity and as to action in another capacity while holding such office. SALT may purchase and maintain insurance on the behalf of any member, officer, agent, employee or former member or officer or other person, against any liability asserted against them and incurred by him/her to the extent that SALT would have the power to indemnify him/her against such liability under the provisions of this article and the laws of the USA and the state of North Carolina.

Article V

Membership

All persons desiring to gain membership in SALT may become members by:

- A. Signing the written statement of faith of SALT.
- B. Paying annual dues.
- C. Demonstrate an active, supportive interest in home education.
- D. Sign commitment sheet, stating willingness to comply with by-laws and policy sheet.
- E. Promise to support the group by behaving in a manner complaint with Christian speech and conduct.

Membership of any person in SALT shall terminate if member cannot continually adhere to the above qualifications or if said member resigns in writing or to the Treasure in person.

Membership may also be terminated by a majority vote of the Shepherding Board. For violation of these by-laws, for violation of rules and regulations of SALT, or for conduct unbecoming a member or for other due cause, as determined by a hearing held by the Shepherding Board and Counseling Advisor Board, to which its member in question will be provided a reasonable opportunity to attend and speak. "Reasonable Opportunity" is defined and including no less than ten (10) days nor more than (30) days prior notice of the meeting. Upon termination of membership status of any person for any reasons set forth above, such person shall be entitled to refund of SALT dues which he has paid for that year, on prorated basis.

Article VI

Meetings

Meetings of SALT may be held on a regular basis as required. The place of any regular meeting will be designated and distributed verbally at business meetings, through e-mail/phone chain, or in writing prior to the date of such meeting.

Article VII

Miscellaneous

Section 1. The Board or members leading a particular event will create committees as will, from time to time, be necessary. All committees will meet at such times and under such procedural rules, as they may deem necessary and appropriate.

Section 2. Audit-The records of SALT and all committees thereof, may be audited annually by a board consisting of three (3) disinterested members, who will be appointed, by the board. The audit will take place during the (30) days immediately prior to the end of the fiscal year. The records of SALT will be published annually.

Article VIII

Statement of Faith

A requirement for SALT membership is adherence to the following Statement of Faith:

1. We believe the Bible to be the inspired, the infallible, authoritative Word of God.
2. We believe that there is one God, eternally existent in three persons: Father, Son, and Holy Spirit.
3. We believe in the deity of our Lord Jesus Christ, in His virgin birth, in His sinless life, in His miracles, in His vicarious and atoning death through His shed blood, in His bodily resurrection, in His ascension to the right hand of the Father, and in His personal return in power and glory.
4. We believe that for salvation of lost and sinful man, regeneration by the Holy Spirit is absolutely essential and that this salvation is received through faith in Jesus Christ as Savior and Lord.
5. We believe in the present ministry of the Holy Spirit by whose indwelling the Christian is enabled to live a godly life and to perform good works.
6. We believe in the resurrection of both the saved and the lost. They that are saved unto the resurrection of life and they that are lost unto the resurrection of damnation.
7. We believe in the spiritual unity of believers in our Lord Jesus Christ.

“That in all things Jesus Christ might have preeminence” Col. 1:18