

Article III. General Church Officers, add the following section:

Section 3. Elders

1) Purpose

In accordance with the meaning of the work and the practice of the New Testament, elders are the spiritual leaders of the Church. The task of the elder is to teach and preach the Word, protect the Church from false teachers and teachings, exhort and admonish the Church in sound doctrine, judge doctrinal issues, and shepherd the Church in love through pastoral ministry. The elders also lead the Church in fulfilling its vision by providing direction, strategy, long and short range planning and evaluation for the total church ministry and mission, and by guiding the educational and discipleship ministries.

2) Qualifications

1. Elders shall meet the scriptural requirements found in I Timothy 3:1-7, Titus 1:6-9, and other pertinent sections of the Bible.
2. Elders shall be faithful to their church responsibilities, regular in attendance at the services of the Church and support and participate in the adopted program of the Church.
3. Elders shall recognize the scriptural plan of stewardship and practice tithing.
4. Elders shall be male members of the Church who have demonstrated over an extended period of time while serving in the Church that they meet the requirements set forth in Scripture. Suggested elder guidelines are: members of the Church for more than two years (this does not apply to the pastor and other professional staff); be active and mature Christians for several years; and be over 30 years of age before being elected.

3) Term of Service

Elders, other than the pastor, shall serve on a rotation basis for terms of three years. Each year the terms of about one-third of the elders shall expire and an election shall be held to fill the vacancies. The Church may hold an election at any time to fill the unexpired term of an elder who cannot or chooses not to complete his term. An elder may serve two consecutive full or partial terms but then shall not be eligible for reelection until the lapse of at least one year.

There is no obligation to constitute as an elder a person who comes to the Church from another church where they served as elder or a similar position.

An elder may not serve as a deacon at the same time.

4) Election

1. The pastor is a member of the elders. Other qualifying staff members may be elders if selected by the Church.
2. The elders will be comprised of not less than three men other than staff members, and the number of non-staff elders must be greater than the number of elders who are staff members.

3. As the need for additional elders occurs, the elders will consider the number of elders needed and open nominations from the Church for that number.
4. A qualification process will begin with the person receiving the highest number of nominations and continue until the number of nominees to fill the positions is found. Serving elders will contact the nominees to determine eligibility and willingness to serve. Elders will restrict these contacts to the minimum number of nominees needed to fill the positions. Nominees who are willing and are found eligible will then meet with the serving elders for further examination. The qualified candidates discovered through this process will be presented to the Church to be considered for election by secret ballot. Each candidate will receive a "yes" or "no" vote. A two-thirds or greater majority of those voting will be required to elect an elder.
5. Those individuals who have not been ordained as pastor or elder will be ordained as an elder by the Church as soon as possible following their election.

5) Method of Procedure

- 1) The elders shall be organized as a council of equals. They shall select a chair from their membership, and may organize themselves as their wisdom may direct for efficiency in service.
- 2) The elders shall meet when required, but at least once every three months. Minutes of the meeting shall be made available to the Church, although sensitive matters may be omitted from them. A quorum for meetings will be half of the serving elders.
- 3) The elders shall maintain relationship to the membership to make sure that spiritual needs of the membership are met, and to mold consensus for direction and decisions.
- 4) The elders shall maintain relationship to the deacons to make sure that each group is able to function according to the purposes outlined in these By-Laws, and that the church organization aligns with the Church's vision and direction.
- 5) Any Church member may attend elder meetings to observe and may speak if invited, but may be excluded when the elders discuss sensitive matters.
- 6) The elders shall support and encourage each other and non-elder professional staff, and shall advise, mentor and if need be correct them.
- 7) The elders lead in the areas listed under their purpose and the following:
 - a. Conflict resolution by being mediators and by maintaining procedures and guidelines for resolution of conflicts and disruptions within the Church
 - b. Church discipline by maintaining procedures and guidelines for disciplinary actions involving Church members and staff. The procedures will include working with the staff, church officers, and committees as appropriate, and will follow scriptural guidelines such as those given by our Lord in Matthew 18:15-17.
 - c. Congregational counseling
 - d. Elder and deacon training and development
 - e. Appoint replacements for committee and program positions that become vacant after the Nominating Committee disbands.

6) Pulpit Supply

The elders will be responsible to support the pastor in teaching the Word from the pulpit by giving guidance for needed teaching and offering occasional pulpit supply.

In case of absence or inability of the pastor, subject to advice from and conference with him, the elders will provide for pulpit supplies. In any period when the Church is without a pastor they will fill the need for temporary preaching and/or be responsible to find interim pulpit supply.

7) Discipline

Elders are subject to the authority of the Lord Jesus Christ for the spiritual leadership of the Church. In the event that an elder no longer meets the qualifications and responsibilities of the office he will be removed from his position upon Church approval. The guidelines found in 1 Timothy 5:19-20 and other pertinent sections of the Bible will be followed. Accusations and complaints against elders shall be handled by the elders whenever possible, but if having elders handle the situation lacks propriety or appears to result in a conflict of interest, then a group approved by the Church will investigate and make recommendations to the Church.

Article III. General Church Officers, Section 3. Deacons, replace with the following section:

Section 4. Deacons

1) Purpose

In accordance with the meaning of the work and the practice of the New Testament, deacons are to be servants of the Church. The task of the deacon is to administer and coordinate the practical and administrative aspects of the Church in order to free the elders and staff to perform their pastoral and spiritual leadership tasks.

2) Qualifications

1. Deacons shall meet the scriptural requirements found in Acts 6:1-8, I Timothy 3:8-13, and other pertinent sections of the Bible.
2. Deacons shall be faithful to their church responsibilities, regular in attendance at the services of the Church and support and participate in the adopted program of the Church.
3. Deacons shall recognize the scriptural plan of stewardship and practice tithing.
4. Deacons shall be members of the Church for one year before being elected.

3) Term of Service

Deacons shall serve on a rotation basis for terms of three years. Each year the terms of about one-third of the deacons shall expire and an election shall be held to fill the vacancies. The Church may hold an election at any time to fill the unexpired term of a deacon who cannot or chooses not to complete the term. After serving a full term or more than two years of a full term a deacon shall not be eligible for reelection until the lapse of at

least one year. There is no obligation to constitute as an active deacon a person who comes to the Church from another church where they served as deacon.

4) Election

1. As the need for additional deacons occurs, the deacons will consider the number of deacons needed and open nominations from the Church for that number.
2. A qualification process will begin with the person receiving the highest number of nominations and continue until the number of nominees to fill the positions is found. From those nominated, an elder and at least one active deacon will contact the nominees to determine eligibility and willingness to serve. They will restrict these contacts to the minimum number of nominees required to fill the positions. Nominees who are willing and are found eligible will then meet with the elders and deacons for further examination.
3. The qualified candidates discovered through this process will be presented to the Church to be considered for election. Each candidate will receive a "yes" or "no" vote by secret ballot. A two-thirds or greater majority of those voting will be required to elect a deacon.
4. Those individuals who have not been ordained as deacon will be ordained by the Church as soon as possible following their election.

5) Method of Procedure

1. The deacons shall be organized as a unit for the consideration of all larger problems and general policies and shall meet as required, but at least once every three months. Meeting minutes shall be made available to the Church, although sensitive matters may be omitted from them. A quorum for meetings will be half of the serving deacons.
2. They will select a chair from their membership and may organize themselves as their wisdom may direct for efficiency in service.
3. Any Church member may attend deacon meetings to observe and may speak if invited, but may be excluded when the deacons discuss sensitive matters.
4. Deacons will make sure the administrative tasks of the Church are fulfilled either by doing the work themselves or by coordination and supervision of the committee and administrative structures of the Church. This includes:
 - a. Approve changes to any job description (other than those of the pastor and professional staff), procedure of committees, or positions not otherwise specified in the Constitution or Bylaws.
 - b. Hold the committees accountable to perform their duties, file minutes of meetings, and coordinate as needed with other committees.
 - c. Train and develop committee members.
 - d. At least yearly evaluate the effectiveness of the Church organization and recommend or make changes as appropriate.
5. Support the elders and work with them to determine any changes that need to be made to the administrative organization of the Church to better fulfill the Church vision.
6. Maintain a Church operation manual, or consolidated set of documents, that contains the Church's approved operating policies and procedures, committee responsibilities

and procedures, staff job descriptions, financial procedures, and other operational items approved in Church business meetings. The manual shall be kept in the church office and made readily available for use by any member of the Church.

7. Administer the benevolence ministry of the Church.
8. Assist the elders as requested in meeting the practical corporate and individual needs within the Church.

6) Discipline

Deacons are subject to the authority of the Lord Jesus Christ for their service to the Church. In the event that a deacon no longer meets the qualifications and responsibilities of the office, he will be removed from his position upon Church approval. The elders will handle any accusations or complaints against deacons and make recommendations to the Church.

Article III. General Church Officers, sections 4-9 will be renumbered 5-10

Article I, section 5, paragraph 2. Inactive Roll, change 'deacons' to 'elders'.

Article III. General Church Officers, Section 1. Pastor: paragraph 2, change 'nominated by the deacons' to 'nominated by the elders'.

Article III. General Church Officers, Section 1. Pastor: replace paragraph 4 with:

The pastor may be dismissed at a special business meeting with written notice thereof given two weeks previous to the meeting. A majority vote of those present and voting shall be required for the pastor's dismissal. The vote will be taken by secret ballot. Prior to the calling of this business meeting, the elders shall give the pastor the opportunity to resign voluntarily. The pastor shall give or be given at least one month's notice at the time of terminating his responsibilities as pastor.

Article IV. Committees and Coordinating Groups, Section 1. General Guidelines for Church Committees, bullet 1, change 'Church adopted committee job descriptions serve as' to 'Committee job descriptions, approved by the deacons, serve as'.

Article IV. Committees and Coordinating Groups, Section 1. General Guidelines for Church Committees, bullet 4: change 'a monthly written report will be submitted to the Church' to 'a quarterly written report will be submitted to the deacons'.

Article IV. Committees and Coordinating Groups, Section 1. General Guidelines for Church Committees, bullet 5: change 'recommend any improvements to the Church for adoption; such recommendations may also be made at any regular business meeting when a need arises during the year' to 'recommend any improvements to the deacons for adoption'.

Article IV. Committees and Coordinating Groups, Section 1. General Guidelines for Church Committees, bullet 6: replace 'Church Ministry Team' with 'deacons and Church staff'.

Article IV. Committees and Coordinating Groups, Section 3. Nominating Committee, 2) Membership: change 'The pastoral staff will' to 'The elders will'.

Article IV. Committees and Coordinating Groups, Section 3. Nominating Committee, 4) Term of Work: delete the sentence 'As Team Leader of the Church Ministry Team (CMT), the Senior Pastor will notify the chair of the Nominating Committee to reconvene the members, as necessary, to fill vacancies which occur on the CMT.'

Article IV. Committees and Coordinating Groups, Section 4. Church Ministry Team (CMT): delete the entire section.

Article VII. Church Meetings, Section 4. Special Business Meetings, bullet 1: change 'when requested by the deacons,' to 'when requested by the elders, deacons,'.

Article VII. Church Meetings, add the following as a new section 7. Congregational Responsibilities:

The Church shall always decide the following in special or regular business meetings: call of the pastor; call of vocational and bivocational staff members; election of elders, deacons and general officers; approval and modification of the budget; the acquisition and disposition of real property; indebtedness greater than 10% of the annual budget; and other matters as specified by the Bylaws.

All actions and decisions of the Church general officers, committees, and programs are subject to the congregation.

In order to smoothly implement the new elder and deacon organization the following steps will be followed after the passage of the associated bylaw changes:

1. Nominations and election of elders will be started within thirty days of the passage of the bylaw changes. The process will be completed as soon as possible, and the elders will begin serving by January 1, 2012.
2. The screening group for elders will be the current deacons and ordained ministers who are church members. The initial contact and screening of candidates will be done by the deacon chairman and two others from the screening group. They will bring forward only those candidates who are qualified and willing with the goal being six.
3. Current deacons can be nominated and elected as elders.
4. The rotating terms of elder service will be decided by the elders.
5. Nominations and election of three deacons will be started immediately after the elders have been elected. The process will be completed as soon as possible and the deacons will begin serving when elected, but not before the elders have begun serving.
6. The current deacons will have the option of continuing to serve as deacons. The current deacons will coordinate with the elders and new deacons for a smooth transition of their work.
7. The rotating terms of deacon service will be decided by the deacons.
8. The Church Ministry Team (CMT) will continue serving until the elders are in place. The CMT will coordinate with the elders and new deacons for a smooth transition of their work.
9. The Transitional Church Focus Team (TCFT) will continue serving until the completion of the transition process. The elders and TCFT will work together and cooperate to complete the transition process.
10. The Pastor Search Committee continues with no changes.
11. No other programs or committees will be changed during this process.