

RCB

The image displays the letters 'RCB' in a bold, black, sans-serif font. The letter 'C' is stylized to contain a graphic of a leaf or flame, with three curved, overlapping shapes that suggest movement and growth. The overall design is clean and modern.

Bylaws of the

Resurrection

Church Beirut

Hadat - Baabda

Beirut, Lebanon
2018

INTRODUCTION

We believe that God is a God of order and wants the work in His Church to be performed in an orderly manner. For this reason we adopt these bylaws in their two parts, the Articles of Association and the Rules of Procedure.

ARTICLES OF ASSOCIATION

Article I: Name of the Church

The name of this church is “Resurrection Church Beirut”, Hadat - Baabda, Lebanon.

Article II: Purpose of the Church

1. To love God and others, and make disciples for Christ through congregational worship, the practice of the Christian ordinances, commitment to the group of life-companions (Life Groups), and a life of holiness in the individual and family life.
2. To live according to the following written values:

The values that we abide by:

1. Love Church
2. Value people
3. Everyone is a minister
4. Real joy

The values we aspire to:

1. Word and Spirit
2. Culture of discipleship

3. Teamwork
4. Effective communication
5. Generosity
6. Local/Global Partnership
7. Incar-missional Church
8. Integrity
9. Unity (not Uniformity)
10. Submission
11. Accountability
12. Positivity
13. Covenant

The values that we function by:

1. Collaboration
2. Unity
3. Trust

Article III: Beliefs of the Church

This church believes that the entire Bible is inspired by God and that the Holy Spirit illuminates the mind of the faithful reader. This is in order for the latter to understand the spiritual realities in it and believes that the Bible, especially the New Testament, is the only rule and norm and the final reference in matters of faith and its practice. The statement of faith listed below is inspired therefrom:

1. God

We believe in the one eternal God in three *hypostases*: the Father, the Son and the Holy Spirit, and in the immanence of each *hypostasis* and His eternity, and in the equality of the three *hypostases* and their unity in one *ousia*, and that each *hypostasis* has a distinctive function:

The Father is the creator and upholder of the Universe and the absolute sovereign over it.

The Son is the redeemer of mankind by His incarnation, His birth from Virgin Mary, His atoning death on the Cross and His glorious resurrection from the dead. He is the Savior of those who believe in Him and their intercessor with God, and He is the Head of the Church.

The Holy Spirit convicts people of their sins and persuades them to accept Christ as Savior. He dwells in the hearts of the believers, comforts them, sanctifies them and guides them to the whole truth.

2. Mankind

We believe that a man is created in the image of God, but that he fell because of his disobedience and has a sinful nature ever since. As a result, man lost his fellowship with God and deserves to perish.

However, God, out of the abundance of His love and mercy, sacrificed His only Son Jesus Christ to save man from sin and eternal damnation, to bring man back to fellowship with Him and to give man a new and eternal life. This new life is received by man by the second birth through the work of the Holy Spirit in him so that he repents and accepts Christ by believing that He is the Savior and the Lord in his life.

3. The Church

We believe that the Church is a local community of baptized believers who meet for worship, witness and service and are united voluntarily under Christ's headship, all of whom are priests, chosen and holy.

We believe that the local church is part of the whole body of Christ, which is the universal church spread throughout the world and made up of all true believers.

We believe that the Church is an extension of Christ on earth and therefore it must represent Him in the best way and be the conscience of the world and its example and work for its good in the ministry of love.

4. The Glorious Future

We believe that God, in His predetermined time and in His own way, will end the system of this world by the return of the Lord Jesus Christ, according to His promise, to the Earth, in supreme glory and in a personal and visible manner, followed by the resurrection of the dead and the last judgment. The believers, with Christ, will share His glory in the kingdom of God and the unbelievers will receive their punishment.

Article IV: Membership at the Church

This Church is composed of members who join it according to Article I of the Rules of Procedure.

Article V: Administration of the Church

1. The Church affairs are managed by a group of believers, through its pastor and the Leadership Team, who constitute its members and are in charge of: (1) the election of the pastor after a minimum of one year as of the date of the recommendation by the Council of Elders concerning him; (2) all its movable and immovable properties; (3) they have the right to examine the budget of the Church prepared by the Leadership Team after its ratification by the Council of Elders, (4) and the right to object on the members elected by the Leadership Team if necessary.

2. The Church is self-administered and is not under the control of any other religious authority, but recognizes its duty and privilege to consult and cooperate with other evangelical churches which are similar in faith and order.

Article VI: Resources of the Church

The resources of this church are provided by the voluntary donations of its members, as tithes, pledges and gifts, and the Church accepts, unconditionally, grants from individuals and other organizations/churches.

Article VII: Church Connections

This church is a member of the Evangelical Baptist Convention in Lebanon and is associated through it with the Supreme Council of the Evangelical Churches.

Article VIII: Amendment of the Bylaws

The articles and clauses of the Bylaws may be amended by an affirmative decision of two-thirds of the members present at an ordinary business meeting of the Church or at a special meeting held for this matter. The amendments shall be submitted in writing to the members of the Church one month prior to the voting. As for the amendment of the Statement of Faith, it requires three-quarters of the votes of the attending members of the Church.

RULES OF PROCEDURE

Article I: Membership in the Church

1. Qualifications of the Member

Those wishing to join the Church must enjoy the following qualifications:

1. To be a true believer in the Lord Jesus Christ by their oral and life testimony.
2. To be baptized according to the teachings of the New Testament.
3. To agree with the Church's Bylaws, principles and arrangements.

2. Duties of the Member

Each member is expected to do what the New Testament teaches about his duties, by attending church meetings, serving in accordance with his talents, monetary donations, brotherly cooperation and a conduct of life that honors Christ through his commitment to "The Pathway of Discipleship."

3. Rights of the Member

Every member has the right to participate in the discussions and vote in the business meetings held by the Church. Every member has rights and privileges equal to those of every other member of the Church.

4. Admission of Members

The person who possesses the qualifications stated in clause 1 shall be admitted by the Council of Elders through a positive vote of three-fourths of the members after receiving the certificate of “The Pathway of Discipleship.” The name of the member is proposed to the Church and if there is no objection, he is accepted as a member of the Church two weeks after his name was proposed. Any complaint submitted by any member is then brought forward to the Council of Elders for final decision.

5. Discipline

The Leadership Team, with the approval of the Council of Elders, may submit any member who commits any of the offenses set forth in the New Testament or carries out any act that is offensive to the Church, to the Discipline of the Church by prohibiting him from participating in the Lord’s Supper, exercising his right to vote in business meetings and serving in the Church Committees.

6. Termination of Membership

The Council of Elders may terminate the membership of any Church member by an affirmative decision of three-quarters of the votes of the members of the Council of Elders, provided that the reason for the termination of the membership is:

1. The immoral and non-Christian behavior of the member or committing the sins listed in the New Testament concerning the termination of a membership in the Church.
2. A doctrinal deviation from the explicit principles of the explicit Christian faith.
3. The insistence of the member and his continued violation of

the Church's arrangements or if his behavior becomes offensive to the Church and to its good reputation.

4. If the member absent from attending the Church meetings for six months without reason or justification, his membership in the Church shall be automatically terminated.

Note: The church gives the opportunity to each member charged with a disciplinary offense or termination of membership:

- A. To request the help of any member of the Church as an advisor, a counselor and an intermediary between him and the Church.
- B. To defend himself before the Council of Elders.
- C. The Secretary shall inform, by a request from the Council of Elders, the disciplined member of the time and place of the meeting to consider his issue and give him a reasonable opportunity. If he is absent from the meeting and does not provide an acceptable reason for his absence, the Council of Elders shall have the right to dismiss him in this case in order to protect the Church's reputation.

7. Restoration of Membership

Any member whose membership was terminated by the Council of Elders for any violation can restore his membership upon proof of repentance and the settlement of his issue or after sufficient clarification of the reality of his actions if there is a misunderstanding of those actions. The restoration of membership requires an affirmative vote by the Council of Elders.

8. Transfer of Membership

Any member is entitled to move to another church and if he asks for a letter of recommendation, the Church shall give him a letter in this regard or send it to the church to which he intends to move to.

9. Shared Membership

The persons eligible for membership (see Qualifications of the Member, Clause 1) may be accepted as associate members, through a vote of the Council of Elders, if, for a particular reason, they feel they should remain members in their own church, whether Baptist or not, provided that this church is in a remote area of Lebanon or outside Lebanon.

The associate member has the right to attend the business meetings only as an auditor and may be required to perform certain special services. The associate member participates in the church fellowship and its worship. The associate member is not considered to be an official member of the Church.

Article II: Pastoral Care and Ministry

1. The Pastor

1. His election

If the Pastor's position is vacant at any given time, the Elders of the church, in cooperation with the Church Leadership Team will search for the right pastor. The recommendation of the Council of Elders in this matter would be as a designation for a minimum of one year and a maximum of two years. The Council of Elders shall then submit the name of the new pastor of the Church to the vote. The new pastor is accepted by a majority vote of three-fourths of the total members of the church attending a legal session.

2. Terms of Service and Termination

The pastor elected by the Church is required to serve the Church for an indeterminate period. The ministry of the pastor ends either by resignation or by a vote of the Church after a recommendation by the Council of Elders to terminate his service. In this case, a decision taken through the vote of three-quarters of the members of the Church attending a legal session is required. In both cases, the other party shall be granted at least three months notice before the resignation for the end of service to become effective.

3. His Functions

- A. Setting the vision of the Church, revealed to him by God, sharing it with the leaders and the parish, and being responsible for its successful implementation.
- B. Leading the Church in all aspects of worship and service assisted in the Leadership Team.
- C. Pastoral care, teaching and organizing the pulpit's ministry.
- D. Administering all major business meetings in the Church or appointing persons to replace him thereat.

4. His Integrity

- A. The senior pastor should be an excellent example for the people of the Church, those working in it, and its Elders.
- B. The pastor must lead a life of holiness on the personal and family level and reflect the image of Christ through his attitudes, the skills of dealing with others and the work ethics, which form the basis of his authority and influence among people.

5. His Ordination

If the pastor elected by the church is not ordained, the Elders of the church shall be convoked to a meeting in which the new pastor is consecrated by placing the hands of pastors of evangelical churches.

2. The Council of Elders

2. His Election

The pastor looks for a person who is mature in faith and who enjoys the qualifications of an Elder to perform his role in the Council. It is desirable for the pastor to consult with the mature members of the church and to take into account the names suggested by the Church members as long as there is no kinship between the proposer and the nominated Elder. The pastor shall give the name of the new Elder to the Council of Elders for discussion and the decision shall be taken by an affirmative vote of three-quarters of the Council members. After the affirmative vote, the name of the Elder shall be submitted to the General Assembly for information. During the first month of appointment of a new Elder, any eligible member in the Church may object to his appointment by presenting a letter to the Council of Elders with the reasons for the objection, including clear evidence. The Council of Elders shall be in charge of taking a decision concerning any claim submitted to them.

2. Terms of Service and Termination

The term of service of an Elder shall be three years and he shall not be entitled to be reelected for more than two consecutive terms. He may be reelected after three years, where the election shall be in two phases: the first phase is the election of half of the members of the Council, and after one year the election of the other half. Both halves shall be reelected after three years.

3. His Functions

- A. Helping and supporting the pastor and his family in order to achieve God's calling to him and the vision given by God to the Church through him, as well as encouraging him to continue giving, growing and living spiritual vitality and balance.
- B. Supervising, through the senior pastor, the realization of the Church's vision which was set through the pastor of the Church and the Leadership Team. The Council of Elders has no administrative role or a direct role in taking decisions related to the ministry. Rather, this is the role of those responsible for the various ministries in cooperation with the Leadership Team under the supervision of the Church's pastor.
- C. Ratifying and supervising the budget of the Church, as set by the Leadership Team.
- D. Holding the pastor accountable in the event of moral or doctrinal lapse and adopting the appropriate decisions by full unanimity or if full unanimity is not possible, three-quarters of the members of the Council shall submit a letter to the Elder Pastor to intervene in any dispute between three-quarters of the Council members and the pastor of the Church. The word of the Elder Pastor shall be decisive and shall be acted upon by the Senior Pastor of the Church and the Council of Elders.
- E. Accepting new members or terminating the membership of dissenting members.

4. His Integrity

- A. The Elder should be an excellent example to the people of the Church and those working in it.
- B. The Elder must lead a life of holiness on the personal and

family level and reflect the image of Christ through his attitudes and through the skills of dealing with others and the work ethics, which form the basis of his influence among people.

5. Members of the Council

- A. This Council shall include men and women who are attested for by the Church.
- B. The Council shall be either: (1) composed of volunteers (at least 51% of the Council being volunteers, provided that no one of his first degree relatives holds a full-time job in the Leadership Team). The other part shall be composed of full-time servants (not more than 49%) or: (2) composed of working or volunteer leaders in the Church, in addition to this Council, a specialized and volunteer Financial Council shall be solely in charge of the salaries of the Pastor and the employed Elders, and of approving the Church budget. The Financial Council shall be elected as was elected the Council of Elders. In both cases the Pastor of the Church shall be the President of this Council.
- C. The number of members of this Council shall be between three and twelve persons.

3. The Pastoral Council

The Pastor appoints as his helpers, assistant pastors and counselors whose main role is to pray and take care of the people of the Church through the Life Group leaders.

The assistant pastors must be blameless and must not be recent converts and must be well thought of by outsiders. The Church expects the pastors to attend all meetings and to participate in church activities and prayer in order to achieve the Church's vision

and projects. The Pastoral Council may be composed of men or women.

In case the pastoral work is growing, the Pastor can, after consultation with the Elders, the Pastoral Council and the Leadership Team, appoint a pastor to be responsible for the pastoral affairs of the Church, then the Pastoral Council comes under his leadership. This pastor may also nominate regional pastors who mentor pastors and counselors who, in turn, will take care of the leaders of the life groups, and appoint pastors for the youth, the children and the elderly, and appoint a senior officer for the Church Counseling Department, who in turn shall run special mentoring programs for married couples, parents, adolescents, adults, retirees and those with difficult life experiences. The pastor in charge shall be a member of the Church's Leadership Team.

4. The Church Leadership Team

The Pastor shall appoint a Leadership Team, staff or volunteers, whose primary role is to implement the vision of the Church. This Council, led by the Pastor, shall make the strategic planning and work to achieve the vision of the Church. In addition, the Leadership Team shall prepare an annual budget at the end of each year and submit it to the Council of Elders for ratification, and then it shall be submitted to the Church for review.

1. Its Number

The Council shall consist of qualified leaders who achieve the vision of the Church and their number shall be as needed. It is preferable that they are not less than three people or more than twelve people. This Council shall consist of:

1. **The Senior Pastor who shall be responsible for the**

leadership of the church and its leaders, the setting and the realization of the vision, as well as teaching the Word of God and preaching.

Check Article II, Clause 1.

2. **The Secretary who helps the Pastor in the administrative and organizational affairs of the Church.**
He/She shall record and keep in a register, all the decisions of the Church and of the Council of Elders that are taken in the business meetings. He/She shall keep in another register the names and addresses of all members of the Church with the dates of joining of each of them to the Church and the dates of separation or death of any of them, and a record of the baptisms performed and the marriages held. The Secretary shall issue letters of recommendation approved by the Pastor of the Church or his representative in respect of any member and shall keep all the correspondences and the official reports concerning the Church. He/She shall be responsible as well for all official notifications and formal invitations issued by the Pastor.
3. **The leader of this department is in charge of the management and reinforcement of the service projects:**
Projects in this department shall include taking care of the Church premises, the social aids, the projects related to community development and the development of the church services.
4. **The leader of this department is in charge of communications and the building of public relations:**
This section is responsible for the communications strategy of the various activities of the Church, whether at the domestic, local or global levels.
This involves establishing relationships and partnerships with

churches, associations or local and global bodies, in addition to the use of social media in order to reach the Arab or foreign countries.

5. **The leader of this department is in charge of the human resources:**

This section aims at attracting non-church people from the community to the church until they belong to it and serve through it. It also deals with the personnel affairs of the full-time or volunteer workers. It develops as well, with the senior pastor, policies that define the framework, the operation and the effectiveness of the ministry.

6. **The leader of this department is in charge of the development and discipleship of the congregation:**

This section collaborates with the Senior Pastor for coordinating the teaching materials of “The Pathway of Discipleship”, with the counseling team to coordinate programs in the six stages of a human life and with the life groups to develop curriculums and programs that achieve a deep and practical way of following Christ for all the Church.

7. **The leader of this department is in charge of missions:**

This section is concerned with the care of church pastors and the missionaries sent to the Arab and other countries, and with supervising their ministries and supporting them through training or securing the resources they need. The section also seeks to delegate new missionaries to spread the Gospel to new cities and villages.

8. **The leader of this department is in charge of worship and production:**

This section is responsible for the formation and the training of several teams for the ministry of prayer and worship. This

section deals with the ministry of worship in all the main services of the church, and in the technical and technological department to achieve an effective worship ministry. It is responsible as well for producing films as needed to deliver the Gospel message to as many people as possible.

9. **The leader of this department is in charge of the management and the collection of funds:**

This section is concerned with the collection and disbursement of the Church's funds according to the budget developed by the Leadership Team. It also helps encourage parishioners and friends to be committed to monthly and constant offerings in order to achieve the vision of the Church.

10. **The leader of this department is in charge of pastoral care:**

See the Article "Pastoral Council" above.

Additional tasks may be added or some duties may be incorporated/merged as needed.

2. Qualifications of its Members

The members of this Council must be known for their spiritual maturity, managerial ability and sacrifice in ministry, and have the qualifications or competence to carry out their duties and services. In addition, the following criteria are crucial to the appointment of each of these leaders: (a) he must have a clear calling for ministry in the Church, (b) possess a holy character, (c) have the culture of the Church and be committed to the vision of the Church, its bylaws and its values, and have the skills that qualify him to perform his duties.

3. Its Term of Office

This team complies with the laws and policies of the personnel affairs concerning the period and the conditions of employment. The Pastor of the Church may, at any time, dismiss an employee

from office after having been informed by the Council of Elders of the reasons. In the event of a vacancy in the position of the Pastor, the members of the Church Leadership Team continue to secure the functioning of the Church and the Leadership Team is administered automatically by an Elder elected by the Council of Elders until a new pastor for the Church is elected.

5. Accountability from Outside the Church:

Although the independence of the church is essential, there are times in the life of the Church where an objective opinion is of great importance for the vitality, health, soundness and unity of the Church. The Senior Pastor and the Council of Elders should agree on a source, outside the local church, to be accountable to, so that they resort to that source when needed. This source can be one person or a group of three persons.

Pastor Ghassan Khalaf is the person agreed upon by the Church as the final reference (the Elder Pastor) so that if the Senior Pastor and the Elders are unable to resolve any issue, they raise their case to Pastor Ghassan Khalaf. If any dispute arises between the Senior Pastor and the Elders, the dispute shall be resolved as follows:

In any dispute that arises among the Elders concerning the administration of the Church and the position of the applicant pastor, all parties shall cooperate in an honest and sincere manner to seek the settlement of any dispute. When they see that it is impossible to solve the problem locally, they shall recourse to the Elder Pastor who occupies that position at that time (actually Pastor Ghassan Khalaf). The final decision taken by this Elder Pastor (or elder pastors) shall be considered final and complete, and no other party may be resorted to thereafter.

Article III: Associations of the Church

The Church organizes associations for women and youth and establishes other associations as needed. Each association shall have its own rules of procedure stemming from its nature, needs and aspirations. The Leadership Team must approve the rules of procedure of each association.

Article IV: The Resources of the Church and their Management

1. The resources of the Church are secured through tithes and donations given by the members of the Church or by unconditional donations from individuals and other bodies.
2. There shall be a unified budget and one financial department for all the Church ministries.
3. The Church Leadership Team shall prepare an annual budget at the end of each year and submit it to the Council of Elders for approval.
4. The member shall not be entitled to claim the contributions, tithes or donations that he has already offered to the Church.
5. The Church shall pay an annual subscription to the Evangelical Baptist Convention in Lebanon (as approved by its bylaws), and may increase on it if it wishes to.

Article V: Church Meetings

1. Worship Meetings

1. Worship Meetings shall be held weekly on the Lord's Day (Sunday) and on any other day designated by the Church if necessary.
2. The Lord's Supper shall be administered at times set by the

Leadership Team.

3. Baptisms shall be performed whenever necessary.
4. Preaching and teaching meetings and conferences shall be conducted as needed.

2. Business Meetings

1. The Church shall meet once a year, preferably in November.
2. The Church may be invited to a business meeting whenever necessary. In this case, the meeting must be announced at least one week prior to the meeting and state the reason for the meeting, its time and place.
3. At every business meeting, more than half of the Church members should be present if there is a need to make decisions that are in the Church's authority (cf. Article 5: Administration of the Church), otherwise the Church members shall be informed of the achievements in the annual meeting and there will be no need for the absolute majority.
4. The Pastor shall organize the business meetings or assign others to do so. In case the Pastor is absent, and if he has not assigned anyone to replace him and the church is forced to hold a business meeting, then the Council of Elders shall appoint a person to run the business meeting on that incident only.
5. If there is a need to vote on certain subjects, members of the Church may be asked to vote by e-mail, and the voting shall be legal and valid. Letters are sent to the Secretary and to one of the church Elders to count the votes and announce the results.

Article VI: Church Properties

In the event of dissolution of the Church, its movable and immovable property shall be transferred to the Evangelical Baptist Convention in Lebanon.

Article VII: Amendment of the Rules of Procedure

The rules of procedure may be amended by an affirmative vote taken by two-thirds of the Church members at an ordinary Church business meeting or at a special meeting held for this matter. The amendments shall be submitted in writing to the Church members one month prior to voting.

Appendix on the Elders and their Duties:

First: Characteristics of the Elders

- A. They should have Biblical qualifications and a strong interest in interpersonal relationships and be competent and inviting.
 - 1. In order to be eligible to be an Elder, a person should enjoy the attributes of the Elders stated in **1 Timothy 3: 1-7** and **Titus 1: 5-9**.
 - 2. Unity is the basis of the Elders' work. Unity is not defined as congruence and similarity. From the biblical point of view, we find unity where there is an open dialogue and a diversity of opinions and views. The core of permanent unity is to give relationships a higher value than joint achievement or personal satisfaction or spiritual ideals. In **Psalm 133**, God bases His blessing on the basis of brotherly love, not spiritual idealism or common and collective achievement.
 - 3. The Elder should be "compatible" with other Elders and give relationships a greater value than other issues.
- B. He should not have a political position (personal interest and agenda) in ministry.
 - 1. The Elder should be able to defend the decisions of the group and be able to refute the differences with a pious character. In achieving the work of the Church, the Elder should be able to express differences truthfully and honestly and to present his own views honestly and lovingly during the meetings. The Elder should be honest about the differences of opinion and about what he feels and thinks about it, but the spirit of rivalry and contention cannot be accepted.

2. The Elder should not act secretly or without authorization outside the Elders' meetings. Political behavior (personal interest and agenda) is destructive to ministry work. Influencing the opinions of other Elders or members of the church to reach a consensus in order to support a particular position, especially if that position is not presented honestly to the Council of Elders and when it is not presented and debated in the Council of Elders meetings - can be a personal political work.
3. The Elder should not present a political identity about himself as being the representative of the needs of a certain group in the Church who want to see a change in a particular area. The responsibility of the Elder is to listen to God in regard to His vision, leadership and care of the people of the Church. Sometimes this involves seeking to know the needs and concerns of Church members and to listen to them concerning some matters before the Council of Elders. But this does not mean that the Elder is primarily responsible for representing and fulfilling the needs and desires of the people, as his primary responsibility is to care for them and lead them as a representative of God in this regard.
4. The Elder should not adopt a position of mistrust or see himself as a "guardian of the fence" appointed by God to be a guardian and a supervisor of the Church or of the Pastor or the financial matters or any aspect of ministry. The Elder should be characterized by a spirit of love, filled with faith, honesty and commitment and he should leave no room for mistrust. When a certain Elder cannot trust the work of God through the common voice of other Elders, but feels that he has to protect and monitor in a spirit of doubt, this is a sign that the cloak of the church leadership was taken off him as God does not work in division and disintegration.

- C. He should be gifted in management.
Management gifts are shown in the following qualities:
1. Vitality must appear on the Elder while carrying out the service of supervision and administration of the Church.
 2. The Elder must be able to see the whole picture and not be limited to specific aspects of the ministry.
 3. The Elder must recognize and respect the structure of the authority and work within the structure of the organization/ Church, respecting the role of the Senior Pastor.
 4. The Elder can tolerate criticism during decision-making in addition to being able to defend his position without feeling cowardly as a result of the opposition by others to his opinion.
 5. The Elder must have a loyal heart that reflects his support for the Senior Pastor and the Council of Elders in public, as well as his support for the Church members.

- D. Gifted in flock care.
“To the elders among you, I appeal as a fellow elder ... Be shepherds of God’s flock that is under your care ... And when the Chief Shepherd appears, you will receive the crown of glory that will never fade away”. (1 Peter 5: 1-4).

There are three aspects to the spiritual supervision of the Flock:

1. Known and shameful sin (1 Corinthians 5: 1-2).
2. Issues related to false teachings and deviation from sound doctrine (2 Peter 2: 1-3).
3. The divisive behavior and the division in the Church (Titus 3: 9-11).

Second: The structure of the eldership is separate from the administration

- A. Church workers and day-to-day management are under the leadership and guidance of the Senior Pastor. The Senior Pastor is the one leader of servants and ministries and the voice of the Council of Elders to the Church.
1. The meeting of elders is the right place for any elder to express his concerns and interests concerning the implementation of the vision or the results of the ministry in a particular area.
 2. The elders should not use their position to direct or correct the Church employees.
- B. The Senior Pastor should have clear criteria to work upon, which are set and reviewed by the Council of Elders.
1. Criteria provides protection and a way for accountability at the same time.
 2. The criteria should be broad enough to grant real authority:
 - Authority to occupy the approved positions and posts.
 - Authority to terminate the service of employees and workers if needed.
 - Authority based on clear and defined operations in matters of financial and budgetary matters.
- C. The Senior Pastor should be the absolute leader of the Church in everyday affairs, but he also acts as the representative of the common heart and mind of the Council of Elders in the relationship with the workers and the Church people.

1. The Senior Pastor is the one who connects the Council of Elders with the church/organization.
2. The Senior Pastor and the Elders, when working properly, should show each other mutual respect and honor.

Third: Valid and Sound Meetings

- A. The Senior Pastor should serve as the President of the Council of Elders.
- B. In his capacity as the President of the Council, the Pastor shall be responsible for preparing the agenda and leading the meetings.
- C. The Elders should not run small aspects of the Church, depriving the Pastor of some of his powers (according to the criteria determined by the Council) in the administration of the Church.
 1. It is not permissible for the Elders to dictate to the Pastor what he has to say during preaching and teaching.
 2. The Council of Elders shall not decide on matters related to the Pastor's Secretary or those working with him. They shall not interfere in what does not concern them.
 3. The Elders are the persons who give final approval on the Church policies, but the workers and the servants are the ones who implement the policies that have been approved.
- D. All the decisions should be taken in a spirit of worship and prayer. Ample time should be allowed to pray and to think about discussing various issues, and if necessary, decision-making should be postponed to another time in order to allow for more prayer.

- E. Relationships are always more important than issues. A sincere, frank and pleasant dialogue is absolutely necessary.
 - F. Confidentiality is absolutely essential.
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These bylaws were adopted by the Church on February 17, 1980 who made some additions thereto on December 19, 1982, amended them on April 20, 1986, made some additions thereto on December 15, 1991, amended them on December 14, 2003, made some additions thereto and amended them in November 2009, amended them in November 2013 and made some additions thereto and amended them in September 2018.

P.S. Originally written in Arabic and translated into English in Spring of 2019.

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