Proposed Bylaws | Major Differences Summarized

1. Structure & Organization

Proposed Version:

- Much more structured and formal (Articles, Sections, numbered clauses)
- Separates concepts clearly (e.g., Leadership vs Board vs Staff vs Congregation)
- More centered on Biblical teachings

Current Version (2014-Current):

- More narrative and less standardized
- Some roles and processes are grouped together (e.g., all leadership under one article)

Bottom line: The new version is more formal, easier to navigate, and legally tighter.

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2. Leadership Authority Shift

Proposed Version:

- Introduces a clear "Leadership" group (Elders + Ministers)
- Leadership—not just Elders—handles spiritual and doctrinal decisions
- Ministers now share formal spiritual authority with Elders

Current Version (2014-Current):

- Elders hold primary spiritual authority
- "Pastor" ("Minister") participates but Elders dominate decision-making

Key change: Spiritual direction and decisions shifts from *Elders-only → Elders + Ministers shared authority*

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3. Role Changes

Removed Roles:

- Associate Pastors (renamed/replaced by “Ministers”)
- Deaconesses (renamed/replaced by “Team Leaders”)
- Trustees (renamed/replaced by “Team Leaders”)

Added Roles:

- Directors
- Team Leaders
- Defined “Other Employees” category

Key change: Moves from a traditional church structure → a more modern ministry/organizational model which allows for more involvement and growth

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4. Official Board Composition

Proposed Version:

- Fixed size: 12 members
    - 3 from Leadership
    - 9 elected members

Current Version (2014-Current):

- Much larger and broader: Included pastors, elders, deacons, deaconesses, trustees

Key change: Board becomes smaller, more streamlined, and more controlled

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5. Membership Requirements

Proposed Version:

- Requires:
  - Membership form
  - Annual recommitment
- Adds voting eligibility rules:
  - 1 year membership
  - Age 16+

Current Version (2014-Current):

- Membership more automatic after salvation steps
- No annual renewal requirement
- Less defined voting criteria

Key change: Membership becomes more formal, trackable, and regulated

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6. Voting & Governance Rules

Proposed Version:

- Clearly defines:
  - Quorum rules (40% + leadership majority)
  - Voting thresholds (majority vs 2/3 vs 80%)
  - Abstention handling
- More procedural clarity

Current Version (2014-Current):

- Simpler and less detailed however
- Some ambiguity in processes

Key change: New version is more legally precise and governance-focused

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7. Elder Requirements & Terms

Proposed Version:

- Must be:
  - Male
  - Member for 3 years
- Terms:
  - 1, 2, or 3 years
  - Mandatory sabbatical after 3-year term

Current Version (2014-Current):

- Typically 2-year terms
- No sabbatical requirement
- "Lead Pastor" could automatically become Elder

Key change: More structured rotation and limits on leadership tenure

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8. Pastor → Minister Model

Proposed Version:

- Replaces "Lead Pastor / Associate Pastor" with "Minister(s)"
- Ministers:
  - Are part of Leadership
  - But not automatically Elders

Current Version (2014-Current):

- Strong Lead Pastor model
- Pastor could become Elder automatically

Key change: Reduces concentration of authority in a single pastoral role

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9. Marriage Statement Expansion

Proposed Version:

- Adds requirement that: Leadership AND employees must follow it

Current Version (2014-Current):

- Applies primarily to employees

Key change: Expands behavioral expectations to leadership

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10. Staff & Employment Structure

Proposed Version:

- Fully developed HR-like system:
    - Hiring processes
    - Reporting structure
    - Salary review
    - Termination rules

Current Version (2014-Current):

- More informal and pastor-driven hiring

Key change: Moves toward a professional organizational model

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11. Congregational Power

Proposed Version:

- Congregation:
    - Votes on key roles

    - More controlled participation
    - More definition of quorums and voting

Current Version (2014-Current):

- Broader board participation from multiple groups

Key change: Congregational power becomes more structured and indirect

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Overall Shift

Current Version (2014-Current):

- Traditional church governance
- Elder-led with strong pastor role
- Larger, more inclusive board
- Simpler processes

Proposed Version:

- More corporate/organizational structure
- Shared leadership (Elders + Ministers)
- Streamlined board
- More rules, clarity, and control
- Stronger administrative systems

One-Sentence Summary

The new bylaws modernize and centralize leadership, formalize processes, and streamline structure, shifting from a traditional, pastor/Elder-led model to a more team-based, policy-driven governance system.