

COMMUNITY BIBLE CHURCH OF WEIR, TEXAS

BYLAWS

This document begins the relaunch of Community Bible Church of Weir, Texas and contains the operating guidelines for Community Bible Church of Weir, Texas, hereinafter also referred to as CBC Weir. It is intended to be a dynamic document and will likely be revised as the church grows and takes on a greater scope of ministry. Revisions will be made according to Section V below.

I. Governance:

Scripture provides general principles which serve as guidelines for church leadership. The general guidelines as described here begin with Christ as the head of the church, the three functions of the elders as leading (*episkopos*), guiding (*presbuteros*), and caring for the flock (*poimen*), and with the faithfulness, watchfulness, oversight, and direction of the congregation made up solely of the CBC Weir members, also referred to as the Body. These guidelines have been followed in formulating a philosophy of governance for CBC Weir as follows: (Acts 6:3, 14:23, Col. 1:18, 1 Tim. 3:1-7, 5:17, Titus 1:5-9, Heb. 13:7, 17).

A. Christ (Col. 1:18)

Christ is the true source of all the Church is and does, and His glory is to be the objective of every act, function, and motive of the Body, both individually and corporately. (1 Cor. 10:31)

Christ has provided His thoughts and His direction for the Body in the Word. The Bible reflects and contains His mind, His commands, His counsel, and His purpose for every believer. (2 Tim. 3:16, 17)

The Body is to conform to His Word, thus carrying out His will to His glory. That is the Body's reason for being. (Col. 3:15-17)

B. Senior Pastor (*episkopos*)

The Senior Pastor is the spiritual leader of the congregation. In this unique position he provides for the equipping of the saints through a regular ministry of preaching, training, and encouraging the congregation as a whole. His goal is to mature the saints through insightful and accurate presentation and proclamation of the Word, stressing both the understanding and application of divine truths and principles. As the primary vision caster, he provides leadership, direction, and vital input on planning, ministry challenges, and biblical guidance to the elders during the decision-making process. He is often the primary agent in the implementation of the various programs and ministries undertaken by the church. He is accountable to the Lord, the congregation, and the elders for the discharge of his ministry. He is also solely responsible for the management of the church office and supervision of all staff and can delegate these responsibilities as needed and desired. (1 Tim. 4:11-13, 15, 16; Eph. 4:11, 12; 2 Tim. 3:16, 17, 4:2-4; Matt. 5:13)

The Senior Pastor shall be a licensed minister and/or an ordained pastor (either prior to, or upon calling by the church) and will be recruited and hired by the elders with the approval of the active membership.

C. Pastors (*poimen*)

The pastors of the church work with and under the supervision of the Senior Pastor and alongside the elders to care for, nurture, and feed the flock. The pastors work alongside the Senior Pastor to mature the saints through insightful and accurate presentation and proclamation of the Word, stressing both the understanding and application of divine truths and principles. Alongside the Senior Pastor, the pastors are the shepherds of the flock and work through leading, restoring, guiding, protecting, and providing for the flock. The pastors provide valuable input in planning, ministry challenges, and biblical guidance to the Senior Pastor. The pastors are selected and hired by the Senior Pastor with approval by the elders, and are accountable to the Senior Pastor for the execution of their responsibilities.

D. Elders (*presbuteros*)

The elders, as overseers of the local church, are responsible for the spiritual, financial, and administrative health of the Body. They are to glorify Christ by serving the Body according to the biblical principles of love and care. In practice, the elders establish the guidelines and policies for conducting programs and the general conduct of church business. They are to lead by precept and example, realizing they are accountable to the Lord Jesus Christ for their efforts. They are responsible for the long-term strategic direction of the church, under the leadership of the Holy Spirit and with the vision of the Senior Pastor and congregation. The eldership shall utilize the talents of the church staff and volunteers to carry out day to day operations. (Heb. 13:17, Acts 20:24, 28)

1. Qualifications

The qualifications for an elder are set forth in the scriptural passages 1 Tim. 3:1-7, Titus 1:1-9, and 1 Peter 5:1-4. He is to be self-controlled, hospitable, able to teach, not violent but gentle, not quarrelsome, not a lover of money, not a recent convert. He has a good reputation with outsiders, is not overbearing or quick-tempered, loves what is good, is upright, holy, disciplined, above reproach, the husband of one wife, temperate, respectable, not given to drunkenness, manages his own family well, sees that his children obey him, does not pursue dishonest gain, and keeps hold of deep truths. An elder demonstrates through leadership a commitment to the purposes, vision, and the core values of the church.

2. Eligibility and Selection

As this is a relaunch, the first elders are not required to have at least one year of active membership. Proceeding from one year after the relaunch date, elder candidates – without exception – must be member of the church with a minimum of one (1) year active service at CBC Weir. Any man who aspires to the office of elder is first selected, recommended, and presented by the Senior Pastor, approved by a vote of the elders, and then ratified by the membership assembled at a duly called congregational meeting.

3. Number and Term

There will be a maximum of nine elders and a minimum of three elders at any time with the Senior Pastor serving as an additional, permanent elder. Each man (except the Senior Pastor) will serve for a three-year term unless a shorter term is previously agreed upon. Upon conclusion of his term, he must function in a non-elder role for at least one year before becoming eligible for eldership again. A man filling an unexpired term of two years or less (of a departing elder) at the request of the Senior Pastor and with the approval of the elders may be eligible to waive this one year at the end of his term and serve an additional term subject to the above prescribed selection process. The Senior Pastor serves as a perpetual elder and is one of the nine. The Senior Pastor shall annually select a chairman to direct elder and congregational meetings. In the absence of a Senior Pastor, the elders will select an interim chairman. A vacancy created by a departing elder may be filled in accordance with D.2 above. The new elder will complete the departing elder's term.

4. Dismissal

The dismissal of an elder because he is not fulfilling the responsibilities and/or qualifications of an elder is the responsibility of the Senior Pastor and other elders and is accomplished by a vote of these elders. Exception for the dismissal of elders is outlined in section IV, B. 3. The Senior Pastor's dismissal may only occur by the process is covered in IV B. 2.

5. Spending plan

The elders are authorized to direct the expenditure of church funds within the constraints of the congregationally approved annual spending plan. In addition, if undesignated giving exceeds spending plan projections, they are authorized to spend the excess funds at their discretion to further the mission of Community Bible Church of Weir.

E. Staff

1. Definition

Staff members are defined as paid employees of the church, whether full or part-time. Staff members are hired, supervised, and terminated by the Senior Pastor or his designee(s).

2. Personnel Policies

Personnel policies and procedures shall be maintained by the elders and available for staff and members.

II. Deacons (*diakonos*)

The Deacon Body of Community Bible Church of Weir has as its primary purpose to promote love and unity within the church body as described in Acts 6. This is to be achieved by assisting the Senior Pastor and Church Ministry Staff in spiritual ministry to, shepherding of, and caring for the flock. (John 21:15- 24) The Deacon Body shall establish and maintain ministry teams to achieve these goals. Deacons shall be selected as outlined in the Deacon Operating Handbook.

III. Membership

A. Qualifications

Membership in CBC Weir is open to all who profess their salvation by faith in the Lord Jesus Christ, and who agree with and support the CBC Weir Constitution, Bylaws, Purpose, and Doctrinal Statements. The Senior Pastor and elders determine how this is affirmed. Elders, pastors, ministry staff, and staff must be members of CBC Weir. Candidates for membership shall be presented to the church at any regular service or congregational business meeting.

B. Expectations

Members of CBC Weir are expected to support their church by participation in worship, instruction, and giving of their time, talents, and treasures to the accomplishment of the purposes of the church. Members should take seriously the Great Commission and the admonition of the Lord Jesus Christ to love one another. (Matt. 28:19-20; 2 Cor. 9:7, Heb. 10:25, John 13:35)

C. Rights of Members

The church has two designations of members: active and inactive. Active members are those who are “actively involved,” which means they have regularly attended services of the church within the previous 6 months and/or have continued faithful financial support of the work of the church. Active members may vote in all elections and on all questions presented to the congregation in business meetings. Members are added to the active roll when they join the church. However, they must meet the “actively involved” condition, either before or subsequent to joining, before they can vote in elections and congregational business meetings. In other words, members can vote only after six months of active participation and membership.

Inactive members are those who are not “actively involved.” The membership rolls will be reviewed at least annually by the elders, or their designee, at an open meeting designated for this purpose. Active members deemed inactive shall be moved to the inactive roll.

The term of membership is permanent unless one of the following occurs:

1. The member is deceased, asks to be dropped from the membership roll, or joins another church.
2. The member is dismissed due to action, behavior, or speaking in opposition to the Purpose or Doctrinal Statements of CBC Weir (see Church Discipline below).

D. Church Discipline

The discipline process for any member of CBC Weir must follow one of the patterns outlined in the New Testament. Redemption rather than punishment should be the goal. If a member is engaged in unrepentant sin against another member, the pattern for discipline must follow that which is established by the Lord Jesus Christ in Matthew 18:15-17. If a member is engaged in unrepentant sin in such a fashion as brings dishonor to Christ and/or the church, the pattern for discipline and dismissal must follow that which is established by the Apostle Paul in 1 Corinthians 5:1-13. If the member and/or his/her actions are found by the elders to be divisive and threatening the unity and harmony of the church, the pattern outlined by the Apostle Paul in Titus 3:10 must be followed. If the member refuses to repent and seek restoration of Community Bible Church of Weir, as determined by the elders, that person's membership is terminated.

E. Reinstatement

Anyone excluded may be restored to membership by a majority vote of the elders after showing evidence of repentance and reformation.

IV. Voting

A. Elders

Voting within the eldership is preferably unanimous, but knowing the frailty of mankind, a two-thirds majority will suffice. Exceptions are voting on the selection or dismissal of elders and changes to the Doctrinal Statement, Constitution, or Bylaws of Community Bible Church of Weir, Texas. These exceptions shall be approved with no more than one dissenting elder vote. The Senior Pastor has the right to veto. However, this must only be exercised with great prayer, care, and caution and only done in the context of protecting the sanctity, unity, and health of the church. The Senior Pastor does not have the right or ability to pass any vote on his own or to veto the majority when the majority has voted against an item up for vote. A pastoral veto may only be overridden by a two-thirds majority vote of the congregation at a duly called business meeting. Furthermore, selection of elders and changes to either the Doctrinal Statement, Constitution, or Bylaws of Community Bible Church of Weir, Texas must further be ratified by the congregation as outlined in Section IV, B, 1 and 2.

B. Members

1. By simple majority vote of active members, with a quorum present, at any properly called congregational business meeting, members shall approve the following: Approval of the annual spending plan, the purchase of real property, and ratifying the selection of elders.
2. A two-thirds majority vote by active members, with a quorum present, at a properly called congregational meeting for this specific purpose, is necessary for: the calling or dismissal of the Senior Pastor, ratifying changes to the Doctrinal Statement, Constitution, or Bylaws of Community Bible Church of Weir, Texas.
3. With respect to elders; selection and dismissal of elders is handled exclusively within the eldership (Section I, D. 5.) with the congregation ratifying selection as outlined in Section IV, B. 1. However, the members may, by petition of at least 20% of the active members of the church, call a special meeting of the congregation in order to dismiss an elder. In such a case, a two-thirds majority vote with a quorum present is required to dismiss an elder.

V. Operational Documents and Systems

A. The Church shall maintain such operational documents and systems as necessary to operate the church in an effective and efficient manner. Documents/manuals shall be made available for viewing to all members upon request. Such documents and systems shall consist of, but are not limited to:

1. Personnel Policies
2. Elder Handbook and Guidelines
3. Financial systems, policies, procedures, and records that adhere to GAAP
4. Membership data systems and records
5. Historical Records
6. Deacon Operating Handbook
7. Meeting Minutes
8. Committee and Team Handbooks and Guidelines

VI. Meetings

A. Congregational Meetings

1. Annual Meeting

In order to effectively communicate and ratify major issues and decisions, and approve the annual spending plan, an annual congregational meeting will be scheduled on or around December 1st of each year.

2. Agenda

An agenda will be prepared and distributed to the congregation two Sundays prior to that meeting time. Agenda items submitted by active members will be placed on the Agenda at the discretion of the elders. Agendas for meetings called by the active members will be part of the petition calling the meeting. In case of emergencies, the requirement for distribution of Agendas may be waived by the elders.

3. Special Meetings

A congregational meeting may be called by the Senior Pastor as he deems necessary, the elders as they deem necessary, or by a petition of 20% of the active membership of the Church.

4. Announcement

Except in extreme emergencies, congregational meetings will be posted in a conspicuous place in the church (such as church bulletin board) and announced to the church across all communication platforms as needed to include from the pulpit, social media, print (such as bulletins), and email at least two weeks in advance of the meeting date.

5. Quorum

A quorum for congregational meetings shall consist of 50% of the active members or seventy-five active members, whichever is less, who are present at any duly called business meeting.

6. Attendance

Congregational meetings are generally open to regular attenders and members alike; however, voting is limited to active members.

B. Elder Meetings

The elders shall have regular meetings with the schedule for such meetings posted and made available to the membership. Members attending an elder meeting shall have the right to address the elders.

C. Open Meetings

Meetings of the congregation, the Active Deacon/Servant Body, elders, program organizations and all church committees shall be open to all church members, except that executive (closed) sessions shall be allowed when:

1. The eldership or designated committee discusses particular candidates for senior pastor, interim pastor, or supply pastor.
2. The eldership discusses the dismissal of a pastor, the calling or dismissal of an elder or ministerial staff member, the hiring or firing of a non-ministerial staff member, the performance of staff members, or disciplining a church member.
3. An ordination examining council examines the qualifications of a candidate for the ministry.
4. The purchase or sale of real estate is considered.

An executive session shall be opened if an individual who is the subject of the discussion requests that the meeting be open.

VII – Operation and Dissolution

Community Bible Church of Weir, Texas is organized and operated primarily for the purpose of engaging in religious worship or promoting the spiritual development or well-being of individuals. It is to be operated in a way that does not result in accrual of distributable profits, realization of private gain resulting from payment of compensation in excess of a reasonable allowance for salary or other compensation for services rendered, or realization of any other form of private gain.

The church pledges its assets for use in performing the organization's religious functions. It directs that on discontinuance of the church by dissolution or otherwise the assets are to be transferred to a charitable, educational, religious or other similar organization that is qualified as a charitable organization under Section 501 (c) (3), Internal Revenue Code of 1986, as amended. The congregation shall determine an organization or organizations that meet these requirements to receive the assets. In the event the congregation does not designate an organization, and if the Williamson Baptist Association meets the above requirements, it shall have the assets.

VIII - Amendments and Revisions to this document

A change to these bylaws may be made only after:

- A. The change has been proposed in writing in a regular business meeting and copies have been furnished to all members present and other members who request copies.
- B. The proposal has been studied by a committee whose members have been designated by the elders and approved by the congregation. This committee shall redraft the proposal if necessary to put it into proper form for addition to the bylaws, but the committee shall not change the proposer's intent. The committee shall then present the proposed change, along with its recommendation for or against the proposal and any alternative language it recommends, to the congregation at a called meeting immediately following a Sunday-morning worship service no sooner than 28 days after the regular business meeting in which the change was proposed, or at the annual business meeting provided the annual business meeting occurs at least 28 days after the regular business meeting in which the change was proposed.
- C. Notice of the called meeting and the language of the change or changes to be considered has been mailed to all church members at least two weeks before the meeting.
- D. The change has been approved by a vote in accordance to Section IV, B, 2 above.

IX – Document History

This document was presented to the congregation at a Special Called Business Meeting on November 14, 2021 and approved by a quorum of the active members of Community Bible Church of Weir, Texas on February 20, 2022.