

# **兰莘华人基督教会组织章程**

## **Lansing Chinese Christian Church Bylaws**

**( 本会章程以中文版本为主 The Chinese version shall have precedence over the English version )**

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## 本组织章程之目的 Purpose Of Our Bylaws

本章程旨在阐明兰莘华人基督教会之存在目的、教会行政、及其组织架构。

This document is a declaration of the Lansing Chinese Christian Church's purposes as a body, church government and organizational structure.

本章程目的在於：These Bylaws are designed to serve the following purposes:

- I. 促进弟兄姊妹对本教会的运作及组织架构有合一的概念 (林前 1:10; 弗 4:3, 13) ;  
to promote a oneness of mind among our church members in regard to church function and organizational structure (1 Cor. 1:10; Eph. 4:3, 13);
- II. 帮助有意加入本教会之弟兄姊妹对教会各样事工有清楚的了解 ;  
to provide a clear understanding of our ministries to Christians interested in becoming a part of this church;
- III. 按着次序管理教会及有效推展教会内各样事工，以期於此章程之规范下，弟兄姊妹能同心合意荣耀上帝，完成主所交付的大使命。  
to set forth guidelines for the orderly governing of the body and effective administration of its ministries, such that, within the framework of these Bylaws, our church members may in unity glorify God and carry out His Great Commission.

圣经所启示的地方教会为一具有活泼生命力、能在神的真道上成长、能调整以顺服基督权柄的有机体。因为教会是基督的身体，基督是教会的头(弗 1:22; 4:12-16)。本章程之权柄不高过於神的道本身。故本章程具可调整性，以顺应圣灵藉着神的道之带领，本章程之修订须依据本章程第十条。惟未修订前，本章程所订之所有规范应被尊重并遵守。

The Scripture sets forth the local church as a body that is living, growing in the knowledge of God's Word, and flexible; and, as such, submits to the authority of Jesus Christ, for the Church is the body of Christ, and Christ is the head of the Church (Eph. 1:22; 4:12-16).

This document is not a higher authority than the Word of God. Therefore, as we follow the leading of the Holy Spirit through God's Word, this document shall be subject to amendment according to the provisions set forth in Article 10. Until any of its parts is amended, however, this document shall be honored and followed in all its parts.

## **第一条 名称**

### **Article 1. Name**

本教会名称为兰莘华人基督教会

The name of this church is Lansing Chinese Christian Church – LCCC

## **第二条 教会的目的**

### **Article 2. Purpose of the Church**

#### 2.1 使命 Mission

神所赐予教会及每一个信徒之至高的使命是爱神爱人、荣耀神并事奉祂 ( 太 22 : 37-40 ; 弗 3 : 21 ; 罗 11 : 36 ; 彼前 4 : 11 ) 。

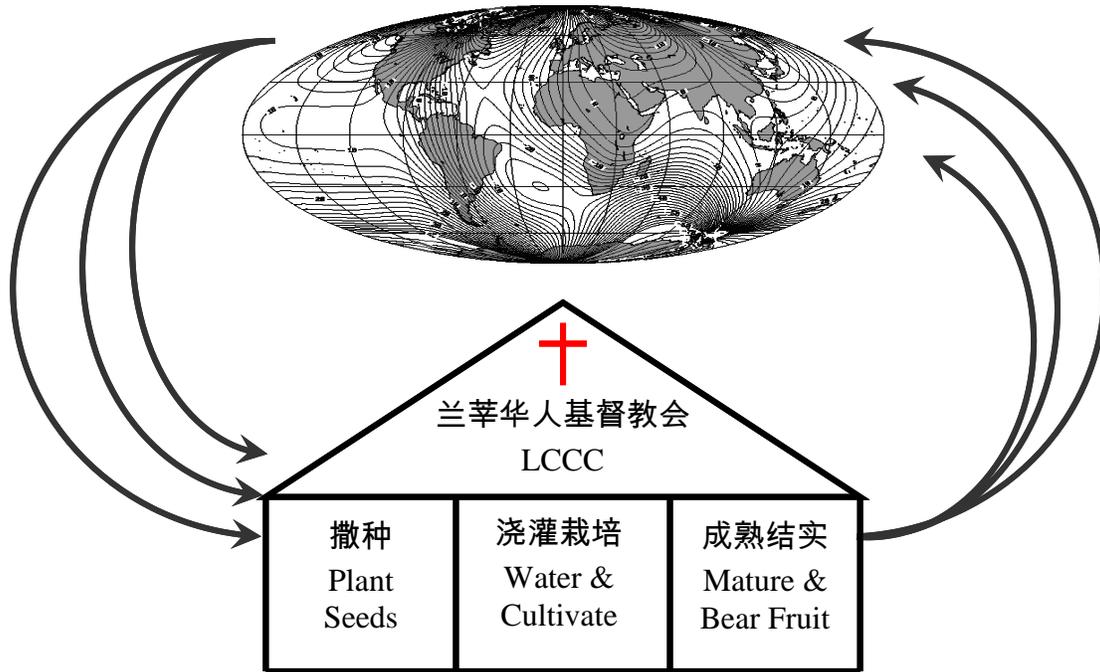
The Supreme God-given mission of the Church and, thus, of every individual believer, is to love God and people, to glorify God, and to serve Him forever (Matt. 22:37-40; Eph. 3:21; Rom. 11:36; I Pet. 4:11).

若我們爱神就必遵守主的命令。主耶稣基督在被接升天前给予我们每个信徒的命令就是大使命：“天上地下所有的权柄、都赐给我了。所以你们要去、使万民作我的门徒、奉父子圣灵的名、给他们施洗。凡我所吩咐你们的、都教训他们遵守，我就常与你们同在、直到世界的末了。” ( 约 14 : 15 ; 太 28 : 18-20 )

If we love God, we are to obey the Lord's commands. Before He was taken up into Heaven, our Lord Jesus Christ gave all believers a command, His Great Commission: "All authority in heaven and on earth has been given to me. Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and

teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age." (John 14:15; Matt. 28:18-20).

## 2.2 异象 Vision



本教会主要服事对象为神从世界各地带来之长期或短期居住在大兰莘地区的华人，在这片神给我们的秧田里，神特别呼召我们一起：

The primary focus of our ministry shall be the Chinese people whom God has brought from different parts of the world to live in the greater Lansing area, either short term or long term. In this seedling nursery that God has given to us, His special calling is for us to work together to:

### 2.2.1 撒种 Plant Seeds :

2.2.1.1 关怀慕道朋友，服事他们的需要 (太 5:16; 22:39) Caring for seekers, serving their needs (Matt. 5:16; 22:39)

2.2.1.2 向他们传讲耶稣基督的福音，领他们归主（太 28：18-20） Spreading the Gospel of our Lord Jesus Christ, leading them to faith in Christ (Matt. 28:18-20)

## 2.2.2 浇灌栽培 Water and Cultivate Seedlings：

2.2.2.1 训练初信者成为主的门徒，教导他们认识基要真理，过以基督为中心的生活（太 28：18-20；诗 25：4-5，119:105；来 5:12-6: 2） Training young believers to become the Lord's disciples, teaching them to understand foundational truths and to live Christ-centered lives (Matt. 28:18-20; Psalm 25:4-5, 119:105; Heb. 5:12-6:2)

2.2.2.2 装备建造他们成为神国合用的器皿（西 2:6-7；提后 2：21） Building them up and equipping them to become usable instruments in God's Kingdom. (Col. 2:6-7; 2 Tim. 2:21)

## 2.2.3 成熟结实 Mature and Bear Fruit:

2.2.3.1 研读神的话，遵守主的命令，爱神爱人，连于基督（来 5:12-6:2；约 15：5，9-12；太 22:37-40；弗 4：15-16） Studying God's Word, obeying the Lord's commands, loving God, loving one another, growing up into Christ (Heb. 5:12-6:2; John 15:5, 9-12; Matt. 22: 37-40; Eph. 4:15-16)

2.2.3.2 顺从主的呼召，在家和教会、校园和职场、本地华人社群、及世界各地成为主的见证，活出主的样式（徒 1:8；弗 4：13） Submitting to the Lord's calling to become His witnesses in our home and church, at school and work, among the Chinese in our local communities and in all parts of the world; that is, witnesses of Christ's life in our thoughts, actions and words (Acts 1:8; Eph. 4:13)

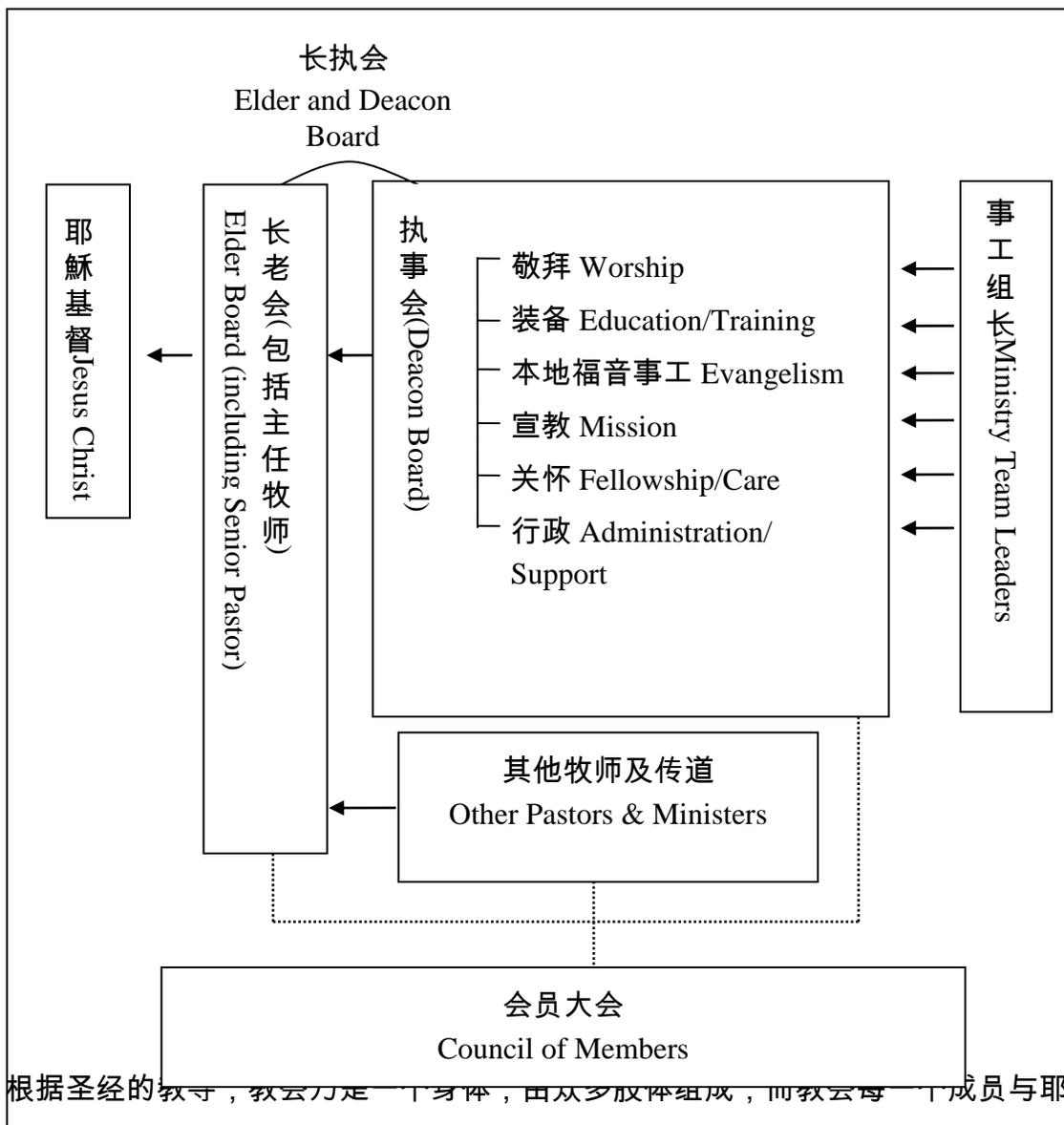
## 2.3 非营利组织 Non-Profit Organization

兰莘华人基督教会是以宗教和慈善为宗旨的机构，符合美国國稅局 1986 国内税收法案 501 (c)(3) (或 1986 税收法案之后相关的税法规定 ) 的免税非营利组织资格。

LCCC is organized exclusively for religious and charitable purposes that qualify as a tax-exempt nonprofit organization under section 501(c) (3) of the Internal Revenue Code of 1986 (or the corresponding provision of any future United States Internal Revenue Law).

### 第三条 教会组织架构

#### Article 3. Church Organizational Structure



基督都有直接的关系。其中有些成员按著神的呼召，成为教会的领袖（弗 4：11-16），弟兄姐妹在这些领袖的权柄与带领下参与教会各项服事。但无论是会众或是领袖，皆应顺服元首主耶稣基督，祂是教会的头。惟有如此，教会才能真正合一并成长茁壮。

The local church is one body, composed of many members, all of whom are in direct and personal relationship with Jesus Christ. According to the teaching of the Scripture, some of the members are called by God to be leaders (Eph. 4:11 - 16). Member participation is under the direction and authority of leadership, all submitting to the headship of the Lord Jesus Christ, resulting in the unity and growth of the church.

兰莘华人基督教会乃一自治、独立的地方教会。在主耶稣基督的权柄下，由长老会本於圣经的教导及圣灵的带领治理教会(太 18:20; 弗 1:22-23; 4:16; 5:21; 西 1:18; 2:19)。本会长老由会员大会选出，长老的选举请参阅本章程 9.1 条款。会员大会由经常会员及教牧同工组成，教牧同工由主任牧师及由长执会正式任命之其他牧师和传道组成；经常会员之产生请参阅本章程 4.3.1 条款。

LCCC is an autonomous independent local church. Under the headship of Jesus Christ, the church is governed by the Elder Board according to the Word of God and the ministry of the Holy Spirit (Matt. 18:20; Eph. 1:22-23; 4:16; 5:21; Col. 1:18; 2:19). The Elder Board shall be elected according to Article 9.1 by the Council of Members. The Council of Members shall consist of Active Members and pastoral staff. Pastoral Staff consists of the Senior Pastor and the other pastors and ministers who are officially appointed by the Elder and Deacon Board. Active Members shall be defined according to Article 4.3.1.

透过选举，会员大会印證长老治理教会的职权，长老会须对会员大会的託付负责。教会内全体会众在主耶稣基督里顺服其领导。长老会成员有权柄与责任委派个人、或教会各部门组织来执行并推展教会各项属灵及行政事工。(徒 15:6 ; 20:28; 弗 4:11-12; 腓 1:1; 帖前 5:12-13; 来 13:7, 17)

By means of elections, the Council of Members shall confer upon the Elders the position and authority to govern the church. The Council of Members shall have the responsibility to hold the Elder Board accountable. The entire church congregation shall voluntarily submit to the leadership of the Elders under the headship of Christ. The members of the Elder Board have the authority and responsibility to delegate to individuals or church ministry groups the execution

and development of the various spiritual and administrative ministries of the church (Acts 15:6; 20:28; Eph. 4:11-12; Phil. 1:1; 1 Thess. 5:12-13; Heb. 13:7, 17).

长老会行使其职权及制定决策，须寻求圣经的教导、圣灵的带领、并参酌会员大会的意见。(徒: 20:32 ; 6:2-5a ; 11:22 ; 15:22; 林後 8:19)

In using its delegated authority and making its decisions, the Elder Board shall seek to be guided by Scripture, the ministry of the Holy Spirit, and input from the Council of Members (Acts 20:32; 6:2-5a; 11:22; 15:22; 2 Cor. 8:19).

## 第四条 会员

### Article 4. Membership

#### 4.1 会员资格与责任 Membership Qualifications and Duties

凡承认耶稣为救主并生命的主，又愿服从圣经为信仰及生活的唯一準绳，且同意本教会信仰告白及经本会公告认定之信仰立场，持守本章程之所有规定，并曾受过洗礼者，都有资格申请成为本会会员。所有会员应为教会祷告，固定参加聚会，根据个人经济能力以奉献支持，并分担本教会各项事工。

Any person confessing faith in the Lord Jesus Christ as his/her personal Savior and Lord of his/her life; is willing to obey and follow the Bible as the sole basis for and standard of his/her faith and life, respectively; is willing to submit to the Statement of Faith, approved Positional Statements and Bylaws of the church; and has been baptized shall be eligible to become a member of the church. All members shall be expected to support this church by prayer and attendance at its regular meetings, to give financial support to the church and its causes according to his/her ability, and to share in its work.

#### 4.2 入会 Membership Procedure

4.2.1 凡符合会员资格，且愿意加入本教会者，应参加会员班并经审核合格，即由长执会推荐成为本会会员。Christians who desire to join the church and meet the qualifications for membership shall attend the Church Membership Class, and, after approving the applicants, the Elder and Deacon Board shall recommend them to the congregation for acceptance into membership.

4.2.2 凡获推荐成为本会会员者，当在连续两主日或以会中报告方式或以在程序单中公佈的形式被推荐给全教会。若在此期间长执会未获任何异议，教会当在下一

主日公告确定其会员资格并表示欢迎。Names of those being recommended for acceptance into church membership shall be submitted to the congregation for approval on two consecutive Sundays, by means of announcements or the Sunday Bulletin. If the Elder and Deacon Board does not receive any objections during this time frame, the church shall publicly receive the applicant into church membership on the third Sunday following the submission of the names and confirm his/her membership status.

#### 4.3 会员身份 Membership Status

本教会会员包括三类:经常会员、副会员和非经常会员。Church membership shall include three categories of members: Active Members, Associate Members, and Inactive Members.

4.3.1 经常会员乃指符合下列条件者。Active Members shall refer to members who meet all the following criteria:

4.3.1.1 初次申请成为经常会员，必须固定参与本教会主日崇拜或周五查经聚会连续达六个月以上。To qualify for initial Active Membership, one needs to have consistently participated in LCCC Sunday Worship and/or Friday Bible Studies for over six consecutive months.

4.3.1.2 经常会员必须年满十八岁。Are 18 years or older.

4.3.1.3 目前不在其他教会担任长执（或同等领袖职份）者。Not currently holding an Elder or Deacon (or an equivalent leadership) position in any other church.

4.3.1.4 目前不在接受教会劝诫过程中者。Not currently undergoing church discipline.

经常会员应按时参加本会主日崇拜。若超过三个月未见出席，其经常会员的身份将转成副会员或非经常会员。惟聘牧之前，经常会员若因语言不通，而无法参加本会主日崇

拜，则以周五查经出席率为评量标准。An Active Member shall regularly attend LCCC Sunday Worship services. In the event of an absence of more than three consecutive months, Active Membership status shall be changed to either Associate or Inactive status. However, prior to the appointment of a Senior Pastor, when an Active Member is unable to attend LCCC Sunday Worship services because of a language barrier, his/her attendance at LCCC Friday Fellowship will be used to evaluate membership status.

若副会员或非经常会员有意转成(或恢复)经常会员资格，必须向长执会提出申请，由长执会审议并决定当事人是否具备经常会员资格的条件。To change to or restore Active status, the Associate Member or Inactive Member must submit a written request to the Elder and Deacon Board. The Board shall evaluate the case and determine if the member meets the status qualification.

4.3.2 副会员乃符合下列任何一项之会员：Associate Members shall refer to members who meet any one of the following criteria:

4.3.2.1 目前在其他教会担任长执（或同等领袖职份）者。Currently holding an Elder or Deacon (or an equivalent leadership) position in any other church.

4.3.2.2 已固定参加本教会主日崇拜或周五查经聚会，但未连续满六个月。Have consistently participated in LCCC Sunday Worship and/or Friday Bible Studies, but for less than 6 consecutive months.

4.3.2.3 本会神学生及派出的宣教士，因居住外地，无法参与本会主日崇拜或周五查经聚会者。Are currently Seminary students sponsored or missionaries commissioned by our church, living outside of the Lansing area, and unable to attend LCCC Sunday Worship and/or Friday Bible Studies.

4.3.2.4 十八岁以下者。Are under 18 years old.

4.3.2.5 连续三个月未参与教会主日崇拜，且有正当理由者。惟聘牧之前，经常会员若因语言不通，而无法参加本会主日崇拜，则以周五查经出席率为评量标

准。Absent from LCCC Sunday Worship for three consecutive months with legitimate reasons. However, prior to the appointment of a Senior Pastor, when an Active Member is unable to attend LCCC Sunday Worship services because of a language barrier, his/her attendance at LCCC Friday Fellowship will be used to evaluate membership status.

副会员得以参与教会服事，并有权参加教会会员大会，但不具投票权，亦不得担任长执或事工组长。Associate Members may participate and serve in church ministries and attend Council of Members Meetings, but shall have no voting privileges nor be Elders, Deacons or Ministry Team Leaders.

4.3.3 非经常会员包括以下数类。Inactive members shall refer to members who meet any one of the following criteria:

4.3.3.1 搬离本地，无法参加本会主日崇拜，但仍愿保留会籍者（需每年通知教会保留会籍，否则其会籍两年后自动失效）Moved from the Lansing area, cannot attend LCCC Sunday Worship but elect to retain their membership status. (Such members shall notify the church annually of their desire to remain on the church membership roll, otherwise, their membership shall automatically expire after two years.)

4.3.3.2 无正当理由连续三个月未参加本会主日崇拜者。惟聘牧之前，经常会员若因语言不通，而无法参加本会主日崇拜，则以周五查经出席率为评量标准。Absent from LCCC Sunday Worship for three consecutive months without legitimate reasons. However, prior to the appointment of a Senior Pastor, when an Active Member is unable to attend LCCC Sunday Worship services because of a language barrier, his/her attendance at LCCC Friday Fellowship will be used to evaluate membership status.

4.3.3.3 正在接受教会劝诫者。Currently undergoing church discipline.

非经常会员不具投票权，亦不得担任长执或事工组长。至于可否参加会员大会、参与教会服事与何种服事项目，须由长执会个案处理。 Inactive Members shall not have voting privileges nor be Elders, Deacons or Ministry Team Leaders. Service in ministry and attendance at Council of Members Meetings shall be decided on a case-by-case basis by the Elder and Deacon Board.

非经常会员一旦符合副会员资格，可转变其会员身份。有关接受教会劝诫者转变其会员身份的条款，请参阅本章程 XX 条款[\[教会劝诫\]](#)

Inactive Members may change to Associate Membership status by meeting the criteria of that category. Regarding membership reinstatement provisions for members undergoing church discipline, please see [Article X.X.X \[Church Discipline\]](#).

#### 4.4 会员大会 Council of Members

4.4.1 会员大会由经常会员及教牧同工组成。在所有会员大会讨论之事项上，教牧同工具有一票的投票权。The Council of Members shall consist of Active Members and Pastoral Staff. Pastoral staff shall each have one vote in all business transacted by the Council of Members.

4.4.2 经常会员有权利和责任参加会员大会。Active Members have the rights and responsibilities to participate in the Council of Members Meetings.

4.4.3 会员大会会议 The Council of Members Meetings:

4.4.3.1 年度会员大会：每年年度会员大会将召开至少一次。Annual Council of Members Meeting：A Council of Members Meeting shall be held at least once a year.

4.4.3.2 临时会员大会：长老会可视教会之需要召开临时会员大会。Special Council of Members Meeting: Special meetings may be called by the Elder Board as needed.

4.4.3.3 会员大会讨论之事项，须事先清楚列载于开会通知上，否则将不受理。The business to be transacted by the Council of Members shall be clearly stated in the call of the meeting and no other business shall be transacted in this meeting.

#### 4.5 会籍的失效 Membership Termination

会员若符合下列任一情事者，将丧失其会员资格：

Membership shall be terminated under any one of the following conditions:

- 4.5.1 主动放弃会籍者。Voluntary relinquishment of membership.
- 4.5.2 搬离本地，且无意愿保留会籍者。Moved from the Lansing area and does not desire to retain membership.
- 4.5.3 不接受教会劝诫者。Refusal of church discipline.
- 4.5.4 对教会及个别会员采取法律诉讼者。惟那些为寻求保险公司的医伤赔偿而对教会或会员提出法律诉讼者，则不受本条文之辖制，但索偿的过程不得怀有恶意外中伤之目的（林前 6：1 - 8；弗 4：31-32）。Initiate legal actions against the church or individual members of the church. Those legal actions that seek compensations for injuries from the church's or the member's insurance company are not subjected to this article as long as the claim is pursued without malice or slander (1 Cor 6:1-8; Eph 4:31-32).

## 第五条 教牧同工

### Article 5. Pastoral Staff

教牧同工由主任牧师及由长执会正式任命之其他牧师和传道組成。Pastoral Staff consists of the Senior Pastor and the other pastors and ministers who are officially appointed by the Elder and Deacon Board.

#### 5.1 主任牧师 Senior Pastor

主任牧师为本会之属灵领袖，教會群羊的牧人，同時也是长老会中的一员。他是教牧同工之首， The Senior Pastor is the spiritual leader of the church, the shepherd of the church members, and one member of the Elder Board. He is the head of the Pastoral Staff.

對於教會的增长、信徒灵命的塑造与成熟、及教会事工果效方面，主任牧师扮演举足轻重的角色。對於餵养群羊，他的职责是确保教导的内容及品质，以期能“成全圣徒，各尽其职，建立基督的身体”(弗 4：11-16；提前 4：6-16)。As such, he plays a critical role in the growth, maturity, spirituality and effectiveness of the church. He is responsible for the quality and content of the teaching and counseling within the flock, “preparing God’s people for works of service, so that the body of Christ may be built up” (Eph. 4:11-16; 1 Tim. 4:6-16).

##### 5.1.1 资格 Qualifications

5.1.1.1 主任牧师应由弟兄担任，他必须清楚神的呼召来牧养教会。The Senior Pastor shall be a man who has a clear calling from God to shepherd the church.

5.1.1.2 牧师必须毫无保留地同意本教會的信仰告白及经本会公告认定之信仰立场，认同本教會之使命及异象，并持守本章程之所有规定。The Senior Pastor shall be in full agreement with LCCC’s Statement of Faith and approved

Positional Statements, its mission and vision, and abide by all stipulations within its Bylaws.

5.1.1.3 本教会牧师需持有神学院所颁发硕士或以上的学位文凭或同等学经历。The Senior Pastor shall hold a graduate degree from a theological seminary or its equivalent in academic training and field experience.

5.1.1.4 说流利的中文。Fluent in Mandarin Chinese

5.1.1.5 致力于解经式讲道、教导和应用 神的道。Dedicated to expositional preaching, teaching, and the application of the Word of God.

#### 5.1.2 权责 Authority

主任牧师的权责除了与本章程 6.2 条款所列之长老的权责相同，还加上下列权责：

The authority of the Senior Pastor shall be the same as those granted to Elders under Article 6.2 with these additions:

5.1.2.1 他是长老会主席，为众长老之仆人领袖，在会中具有一票的投票权。He is the chairman of the Elder Board, serving as a servant leader among the Elders, having only one vote.

5.1.2.2 除了涉及牧师本人有关工资、福利、聘任及劝诫的委员会，牧师可参加教会所有委员会之开会。除非他是该委员会之正式成员，否则不具投票权。He is the ex-officio member of all other boards, councils and committees of the church. As such, with the exception of church meetings whose agenda involves the salary, benefits, appointment status, and church discipline of the Senior Pastor, he may attend meetings but without voting privileges.

#### 5.1.3 职责 Duties

5.1.3.1 与其他长老一同负责推动教会的异象和方向。Together with the other Elders, he shall be jointly responsible for the church's vision and direction.

- 5.1.3.2 负责群羊灵命成长，并推动教会多样事工：带领教会致力于敬拜、教育、布道、宣教、团契、及关怀事工，并培养信徒建立个人灵修生活。He shall be responsible for facilitating spiritual growth in the flock and in ministry. This includes leading the church to engage in worship, education, evangelism, missions, fellowship, caring for one another, and personal spiritual devotion in daily life.
- 5.1.3.3 负责教会大部份的讲台事奉，忠心传讲并教导神的话。（提前 4:13）He shall preach and teach the Word of God during the majority of the worship services (1 Tim. 4:13).
- 5.1.3.4 提供长执领导方面的训练，并成为他们的属灵辅导。He shall provide leadership training and mentoring for the Elders and Deacons.
- 5.1.3.5 安排训练及装备课程，让会众学习参与服事。He shall facilitate training and equipping of members of the church for ministries.
- 5.1.3.6 执行圣礼（洗礼及圣餐）。He shall administer the ordinances (baptism and the Lord's supper).
- 5.1.3.7 针对教会属灵课题及一般事务，适时提供长执及会众所需的指导。He shall provide guidance, as needed, to the Elders and Deacons and the flock concerning spiritual issues and church business.
- 5.1.3.8 依据本章程 [X.X.X 条款](#)，与其他长老共同执行教会劝诫。Together with the other Elders, he shall admonish, discipline, and restore church members according to [Article X.X.X](#).
- 5.1.3.9 引领、辅导、并监督其他牧师及传道。He shall provide guidance, mentor and supervise other pastors and ministers.
- 5.1.3.10 主持年度会员大会会议。He shall moderate the annual Council of Members meeting.

#### 5.1.4 任期 Term

5.1.4.1 新上任的主任牧师将有两年的适应期。在此期间，主任牧师及教会透过祷告来确认牧师的呼召与恩赐是否与教会的需要相符。主任牧师与教会双方在此期间皆有主动解约之权利。For a new pastor, an at-will contract with a two-year term shall be offered. During these two years, both the Senior Pastor and the church should pray to confirm whether the pastor's calling and gifts and the church's needs are mutually compatible.

5.1.4.2 在两年适应期将届时，长执会应就主任牧师适任与否进行讨论，必须有至少三分之二的长执会成员同意授予牧师无任期限限制的新合同，方可拟成提案，荐予事工组长会进行投票表决。此提案之通过必须有至少四分之三之长老、执事及事工组长参与投票，并得到参与者至少三分之二的票数支持。Near the end of the two-year term, the Elder and Deacon Board shall first determine the suitability of the Senior Pastor. At least 2/3 of the members of the Elder and Deacon Board must first agree to exercise the contract option to offer a new open-ended, at-will contract in order to formulate a proposal. Then this proposal shall be recommended to the Ministry Team Leaders' Meeting for a vote of approval. For the proposal to be passed, the quorum is set at a minimum of 3/4 of the Elders, Deacons, and Ministry Team Leaders, of which a minimum of 2/3 must be assenting votes.

5.1.4.2.1 长执和事工组长做成提案，授予牧师新合同，此议案必须经过会员大会投票通过。有效的投票（包括合格的缺席选票）必须有至少四分之三之会员大会成员参与。此议案之通过须得到参与投票之会员大会成员至少三分之二的票数支持。If the Elders, Deacons and the Ministry Team Leaders pass a proposal that recommends an offer of a new contract to the Senior Pastor, this proposal must then be submitted to the Council

of Members for a vote for final approval. For the Council of Members vote, the quorum, including authorized absentee ballots, is set at three-quarters of the Council of Members. The proposal shall receive a minimum of two-thirds assenting votes of the Council of Members participating in the vote to be passed.

5.1.4.3 若长执会或事工组长会决定不授予牧师新合同，则此议案无需经过会员大会

投票。适应期届满时，主任牧师任期自动终止。If the Elder and Deacon Board, or Ministry Team Leaders' Meeting do not recommend exercising this option, then no proposal shall go to a Council of Members vote, and when the two-year contract is fulfilled, the Senior Pastor's term will automatically end.

5.1.4.4 主任牧师与教会双方在任何时候皆有主动解约之权利。若主任牧师因故欲辞

去其职务，须在三个月前，以书面方式，经由长老会通知会员大会。The Senior Pastor and the church both have the right at any time to voluntarily terminate the contract. If, for any reason, the Senior Pastor should wish to resign from his post, he shall give a minimum of three months' written notice of resignation through the Elder Board to the Council of Members.

5.1.4.5 教会若欲与牧师解除合同，而其原因与本章程 5.1.4.6 条款无关，须遵循以

下步骤：If, for any reason other than those stated in Article 5.1.4.6, the church should desire to terminate the Pastor's appointment, the procedures below shall be followed:

5.1.4.5.1 首先至少四分之三的长执會成员必须同意。At least  $\frac{3}{4}$  of the members of the Elder and Deacon Board must first agree in order to formulate a termination proposal.

5.1.4.5.2 长执会与事工组长一起开会，进行投票表决。此提案之通过必须有至少四分之三之长老、执事及事工组长参与投票，并得到参与者至少三分之二的票数支持。The Elder and Deacon Board must then meet

together with the Ministry Team Leaders to approve the termination proposal by vote. For the proposal to be passed, the quorum is set at a minimum of  $\frac{3}{4}$  of the Elders, Deacon, and Ministry Team Leaders, of which a minimum of  $\frac{2}{3}$  must be assenting votes.

- 5.1.4.5.3 此提案若得通过，则交由会员大会投票作最后决定。有效的投票（包括合格的缺席选票）必须有至少四分之三之会员大会成员参与。此议案之通过须得到参与投票之会员大会成员至少三分之二的票数支持。教会须在三个月前以书面方式通知主任牧师，方可与牧师解除合同。

If approved, the proposal shall then be submitted to the Council of Members for final approval. For the Council of Members vote, the quorum, including authorized absentee ballots, is set at three-quarters of the Council of Members. The proposal shall receive a minimum of two-thirds assenting votes of the Council of Members participating in the vote to be passed. The Senior Pastor shall then be given a minimum of three months' written notice before his contract is terminated.

- 5.1.4.6 若主任牧师的教导或行为违反本会信仰告白、本会公告认定之信仰立场、及本章程之所有规定或悖离道德伦常，经教会劝诫程序查核属实，长执会无须经过会员大会之允准，亦无须于三个月前给予书面通知，可逕行终止牧师合同。Should it be determined according to church discipline procedures that the Senior Pastor's teachings or moral conduct have seriously deviated from the LCCC's Statement of Faith, approved Positional Statements or its Bylaws, the Elder and Deacon Board may terminate the Senior Pastor's contract without three months' written notice nor Council of Members approval.

- 5.1.4.7 有关主任牧师人选之征寻，请参阅本章程 9.3 条款。

The procedure for searching for a Senior Pastor candidate is detailed in Article 9.3.

## 5.2 其他牧师及传道 Other Pastors and Ministers

### 5.2.1 资格 Qualifications

5.2.1.1 其他牧师及传道候选人必须毫无保留地同意本会的信仰告白及经本会公告认定之信仰立场，认同本会之使命及异象，并持守本章程之所有规定。

Candidates for other pastors and ministers shall be in full agreement with LCCC's Statement of Faith and approved Positional Statements, its mission and vision, and abide by all stipulations within its Bylaws.

5.2.1.2 本会亦可根据实际需要，由长执会针对某一职位订定所需之特殊资格。

Other qualifications may be established by the Elder and Deacon Board at the time of the determination of need for a specific ministerial position.

### 5.2.2 权责 Authority and Duties

5.2.2.1 其他牧师及传道在长老会之权柄带领下运作，并向主任牧师负责；若主任牧师从缺，则向长老会主席负责。Other pastors and ministers shall function under the authority of the Elder Board. They shall report to the Senior Pastor, or, if there is no Senior Pastor, to the chairman of the Elder Board.

5.2.2.2 其他牧师及传道之职责由所派定之事工范围来决定。The duties of other pastors and ministers will be in accordance with the ministry areas for which they are assigned.

### 5.2.3 任期 Term

5.2.3.1 其他牧师及传道之任期将于聘任之时决定。The terms and appointments of other pastors and ministers will be determined at the time of their appointment.

## 第六条 长老

### Article 6. Elders

长老所扮演的领导角色为监督、教导和牧养主的羊群，即教会会众。（徒 16：4；提前 5：17；雅 5：14；提后 4：2，5；弗 4：12-16；彼前 5：1-4）

The leadership role of the Elders is to oversee, teach, and shepherd the flock, the local church (Acts. 16:4; I Tim. 5:17; James 5:14; 2 Tim. 4:2, 5; Eph. 4:12-16; I Peter 5:1-4).

#### 6.1 资格 Qualifications

6.1.1 长老应由弟兄担任，但若无适合或愿意出任的弟兄，则可由适合的姐妹来担任。无论弟兄或姐妹，他们的生命须表现出提摩太前书 3：1-7，提多书 1：6-9 和使徒行传 6：4 所列的特质。The office of Elders shall be held by men; however, in the absence of men who are suitable or willing to serve, then suitable women may also hold this office. Whether men or women, they must have lives that are characterized by the qualities set forth in 1 Timothy 3:1-7, Titus 1:6-9, and Acts 6: 4.

提摩太前书 3：1-7（和合本）

<sup>1</sup> 人若想要得监督的职分，就是羡慕善工。这话是可信的。<sup>2</sup> 作监督的，必须无可指责，只作一个妇人的丈夫，有节制，自守，端正，乐意接待远人，善于教导；<sup>3</sup> 不因酒滋事，不打人，只要温和，不争竞，不贪财；<sup>4</sup> 好好管理自己的家，使儿女凡事端庄

1 Timothy 3:1-7(NIV)

<sup>1</sup> Here is a trustworthy saying: If anyone sets his heart on being an overseer, he desires a noble task. <sup>2</sup> Now the overseer must be above reproach, the husband of but one wife, temperate, self-controlled, respectable, hospitable, able to teach, <sup>3</sup> not given to drunkenness, not violent but gentle, not quarrelsome, not a lover of money. <sup>4</sup> He must manage his own family well and see that his children obey him with proper respect. <sup>5</sup> (If

顺服（或作：端端庄庄地使儿女顺服）。<sup>5</sup> 人若不知道管理自己的家，焉能照管神的教会呢？<sup>6</sup> 初入教的不可作监督，恐怕他自高自大，就落在魔鬼所受的刑罚里。<sup>7</sup> 监督也必须在教外有好名声，恐怕被人毁谤，落在魔鬼的网罗里。

#### 提多书 1: 6-9 (和合本)

**6** 若无可指责的人，只作一个妇人的丈夫，儿女也是信主的，没有人告他们是放荡不服约束的，就可以设立。**7** 监督既是神的管家，必须无可指责，不任性，不暴躁，不因酒滋事，不打人，不贪无义之财；**8** 乐意接待远人，好善，庄重，公平，圣洁自持；**9** 坚守所教真实的道理，就能将纯正的教训劝化人，又能把争辩的人驳倒了。

#### 使徒行传 6: 4 (和合本)

**4** 但我们要专心以祈祷、传道为事。

anyone does not know how to manage his own family, how can he take care of God's church?)

<sup>6</sup> He must not be a recent convert, or he may become conceited and fall under the same judgment as the devil. <sup>7</sup> He must also have a good reputation with outsiders, so that he will not fall into disgrace and into the devil's trap.

#### Titus 1:6-9 (NIV)

<sup>6</sup> An elder must be blameless, the husband of but one wife, a man whose children believe and are not open to the charge of being wild and disobedient. <sup>7</sup> Since an overseer is entrusted with God's work, he must be blameless—not overbearing, not quick-tempered, not given to drunkenness, not violent, not pursuing dishonest gain. <sup>8</sup> Rather he must be hospitable, one who loves what is good, who is self-controlled, upright, holy and disciplined. <sup>9</sup> He must hold firmly to the trustworthy message as it has been taught, so that he can encourage others by sound doctrine and refute those who oppose it.

#### Acts 6:4 (NIV)

<sup>4</sup> and will give our attention to prayer and the ministry of the word."

## 6.1.2 其他资格 Other qualifications

6.1.2.1 长老必须有想要担任长老一职的意愿，并在弟兄姐妹当中凸显出属灵领导的能力（提前 3 : 1）。Elders must desire the office and demonstrate spiritual leadership ability among the flock (1Tim 3:1).

6.1.2.2 长老必须毫无保留地同意本教会的信仰告白及经本会公告认定之信仰立场，持守本章程之所有规定。Elders shall be in full agreement with LCCC's Statement of Faith and approved Positional Statements and abide by all stipulations within its Bylaws.

6.1.2.3 长老必须是经常会员，且担任过教会执事。[惟在实行本章程后第一次长老选举时,合格的人选将会从前任或现任的执行委员和同工当中,由长老选举委员会（参本章程 9.1.1 条款）推选之。] Elders shall be Active Members who have served as Deacons. (For the first election after these Bylaws are implemented, eligible candidates shall be selected from those who have served, or are serving as Executives or Coworkers. Candidates shall be selected by the Elder Nomination Committee as specified in Article 9.1.1).

6.1.2.4 夫妻不可同时担任长老。A husband and wife shall not serve concurrently as Elders.

## 6.2 权责 Authority

长老会的职责是确认教会的方向和制订牧养教会的策略。长老会所做的决定是建立在祷告、圣经的教导、细心考察实情、圣灵在各人心中和团队的带领以及教会肢体的建议的基础上（徒 6:5；15:6，22；伯 13：17；帖前 5：12-13）。

The Elder Board shall be responsible for determining church direction and shepherding strategy. It is critical that Elders make decisions based on prayer, the teachings of Scripture, carefully assembled facts, the individual and corporate leading by the Holy Spirit, and input from the Council of Members (Acts 6:5; 15:6, 22; Heb. 13:17; 1 Thess. 5:12-13).

关于教会的重大决定，包括重大的财务决定、牧师传道的聘任及解聘、长老、执事的选立及其职权的解除，长老会必须寻求会员大会的同意支持。

Decisions that require the Elders to obtain the concurrence of the Council of Members would include: major financial decisions, adding or removing paid ministers or pastors, adding or removing Elders (or Deacons) from the Elder Board (or Deacon Board).

### 6.3 职责 Duties

长老当象仆人一样,存柔和、谦卑的心来履行他们的职责 ( 彼前 5 : 1-4 ; 可 10 : 42-25 ) 。

The Elders should carry out their duties with a servant-like quality, gentleness and humility (I Peter 5:1-4; Mark 10:42-45).

#### 6.3.1 监督 Overseeing :

6.3.1.1 专心祷告。 Devote themselves to prayer (Acts 6:4).

6.3.1.2 根据圣经的教导，寻求神的智慧，来诠释和执行本章程之条文。 Seek the Lord's wisdom to interpret and carry out the Articles and provisions of these Bylaws according to the teachings of Scripture.

6.3.1.3 监督和持守教会的异象和使命。 Oversee and maintain the vision and mission of the church.

6.3.1.4 依照本章程第九条，來监督牧师、传道、长老、执事的遴选过程。 Oversee the process of appointing pastors, ministers, Elders and Deacons as per Article 9.

6.3.1.5 适时地给予执事所需的指导。 Provide guidance to the Deacons as needed.

6.3.1.6 依照本章程 X.X.X 条款, 监督教会财务。Oversee the finances of the church per Article X.X.X.

6.3.1.7 长老可视教会实际的需要,直接做成决定并处理之,或可委派个人或委员会负责。As situations within the church dictate, make decisions and perform any other duties either directly or through commissioning of and/or delegating to committees or persons.

6.3.1.8 对内保持公开的沟通管道。Maintain open communication within the church.

6.3.1.9 对外代表教会。Represent the church to all other organizations and persons.

### 6.3.2 教导 Teaching

6.3.2.1 持续受造就并装备自己, 按著正意分解真理的道, 作神无愧的工人。(提后 2 : 15 )。Continue to receive teaching and training to become “a workman who does not need to be ashamed, and who correctly handles the word of truth.” (2 Tim 2:15) .

6.3.2.2 效法基督, 成为榜样。Model Christlike behavior.

6.3.2.3 专心教导神的话语来喂养羊群。Devote themselves to feeding the flock through the teaching and ministry of the Word.

6.3.2.4 持守教义的纯全。Maintain doctrinal purity.

6.3.2.5 协助发掘并培养那忠心能教导圣经的人 (提后 2 : 2 )。Aid in finding and developing gifted teachers of the Word (2 Tim. 2:2).

### 6.3.3 牧养 Shepherding

6.3.3.1 照管并保护羊群,为他们祷告。Pray for, guard, and protect the flock.

6.3.3.2 扶持、鼓励、劝导、存谦卑的心带领。 Support, encourage, counsel, and lead in humility.

6.3.3.3 为有身心病痛的肢体祷告,并安慰、鼓励他们。 Pray for, comfort, and encourage the sick.

6.3.3.4 根据本章程 XX 条款,执行教会劝诫。 Carry out church discipline as outlined in Article X.X.X.

#### 6.4 名额,任期及推选 Positions, term, nomination and election

##### 6.4.1 名额 Positions

6.4.1.1 长老名额按比例原则决定,建议每一百名会员应选出三位长老。教会至少必须选出两位长老,至多不超过十二位。教会主任牧师自动成为长老会成员,但不算在上述長老名額內。 The position of Elders shall be determined according to the following principles: The recommended number of elected Elders shall be a ratio of three Elders per 100 members. The minimum number of Elders elected by the Counsel of Members shall be two, while the maximum shall be twelve. The Senior Pastor shall automatically become a member of the Elder Board; however, he shall not be included in the above mentioned elected Elder count.

6.4.1.2 教会若因某些原因长老低于两位时,执事会主席须暂代长老一职,直到选出新任长老。 In the unforeseen circumstance that there are less than two elected Elders, then the Chairperson of the Deacon Board shall serve as an acting Elder, until new Elder(s) can be elected via special elections which will be held as soon as possible.

6.4.1.3 主任牧师为长老会主席。若主任牧师从缺，则长老可推选一位成为长老会主席。The Senior Pastor is the chairman of the Elder Board. In the absence of a Senior Pastor, the Elder Board shall elect one current Elder to act as Chairman.

6.4.1.4 在所有的现任长老任期届满，而教会又不能选出继任长老的情况下，为避免教会成为牧师一人主导的模式，长老会平常可以独立决定的议题将交由长执会共同决定，惟主任牧师仍保留挑选外来讲员和重大神学争议的决策权。In the event that the terms of all Elders currently in office are due to expire and no successive Elder is elected, the decisions normally made by the Elder Board alone, shall be made jointly by the entire Elder and Deacon Board, in due to guard against the possibility of becoming a pastor driven church; with the expectation that the authority to screen and invite guest speakers and to discern major theological issues shall still remain with the Senior Pastor.

## 6.4.2 任期 Term

6.4.2.1 长老任期为三年，可连选连任一次，连任的长老於退职一年後可再进入选举程序。惟教会尚未聘牧前，为维持教会稳定，长老连选连任并无此限制。经例行性选举而产生之长老，其任期自选後隔年一月开始。补选长老之三年任期计算则始於当选之该年一月。The term of elected Elders shall be three years. Elders may be reelected to two consecutive terms, then must step down for at least a year before seeking reelection. However, in order to maintain church stability, Elders seeking reelection to additional consecutive terms shall not be subject to this restriction during the period prior to the appointment of the first Senior Pastor. An Elder elected through regular elections (e.g. Oct., 2008) shall start his term in January of the following year (e.g. Jan. 2009). An Elder elected

through special elections (e.g. May, 2008) shall count the starting of his term from January of the year in which he was elected (e.g. Jan., 2008).

6.4.2.2 从第一次长老选举开始，每三年进行长老改选。若改选後未达比例原则所推荐之数额，长老选举委员会在此三年内应继续祷告寻找合适之人选，并於适当时机举行补选。Starting from the first Elder election, a regular Elder election shall be held every three years. When the number of Elders falls below the recommended ratio or minimum number of Elders, the Elder Nomination Committee shall prayerfully convene and look for suitable candidate(s) for special elections which would be held before the next regular election.

#### 6.4.3 推选 Nomination and election

长老之推荐与选举由长老选举委员会提名并执行选举。此选举委员会依据本章程 9.1.1 条款，每三年重组一次，成员由长执会从现任长老、执事、事工组长、及经常会员中选出。The nomination of Elders and the election process is carried out by the Elder Nomination Committee. This committee is formed every three years according to Article 9.1.1. The members shall be selected by the Elder and Deacon Board from among the current Elders, Deacons, Ministry Team Leaders, and Active Members.

6.4.4 長老的罢免应参照本章程 [X.X 条款](#)。For the removal of an Elder from office, refer to the church discipline [Article X.X](#).

## 第七条 执事

### Article 7. Deacons

执事所扮演的角色乃是帮助长老执行教会各部门事工 ( 徒 6 : 1-6 ) 。 The role of a Deacon is to assist Elders to execute the various church ministries (Acts 6:1-6).

#### 7.1 资格 Qualifications

7.1.1 执事的生命应表现出提摩太前书 3 : 8-13 和使徒行传 6 : 3 所列的特质。 The life of a Deacon shall be characterized by the qualities specified in I Timothy 3:8-13 and Acts 6:3.

提摩太前书 3 : 8-13 ( 和合本 )  
作执事的也是如此 : 必须端庄 , 不一口两舌 , 不好喝酒 , 不贪不义之财 ; 要存清洁的良心 , 固守真道的奥秘。这等人也要先受试验 , 若没有可责之处 , 然后叫他们作执事。  
女执事 ( 注 : 原文作“女人” ) 也是如此 : 必须端庄 , 不说谗言 , 有节制 , 凡事忠心。执事只要作一个妇人的丈夫 , 好好管理儿女和自己的家。因为善作执事的 , 自己就得到美好的地步 , 并且在基督耶稣里的真道上大有胆量。

1 Timothy 3:8-13(NIV)

<sup>8</sup>Deacons, likewise, are to be men worthy of respect, sincere, not indulging in much wine, and not pursuing dishonest gain. <sup>9</sup>They must keep hold of the deep truths of the faith with a clear conscience. <sup>10</sup>They must first be tested; and then if there is nothing against them, let them serve as deacons. <sup>11</sup>In the same way, their wives<sup>[a]</sup> are to be women worthy of respect, not malicious talkers but temperate and trustworthy in everything. <sup>12</sup>A deacon must be the husband of but one wife and must manage his children and his household well. <sup>13</sup>Those who have served well gain an excellent standing and great assurance in their faith in Christ Jesus.

使徒行传 6:3 (和合本)

所以，弟兄们，当从你们中间选出七个有好名声、被圣灵充满、智能充足的人，我们就派他们管理这事。

Acts 6:3 (NIV)

<sup>3</sup>Brothers, choose seven men from among you who are known to be full of the Spirit and wisdom. We will turn this responsibility over to them.

### 7.1.2 其他资格 Other qualifications

7.1.2.1 执事必须有想要担任执事一职的意愿，并在弟兄姐妹当中凸显出属灵领导的能力。

Deacons shall desire the office of Deacon and demonstrate spiritual leadership abilities among the flock (1 Tim 3:1).

7.1.2.2 执事必须毫无保留地同意本教会的信仰告白及经本会公告认定之信仰立场，

持守本章程之所有规定。Deacons shall be in full agreement with LCCC's Statement of Faith and approved Positional Statements and abide by all stipulations within its Bylaws.

7.1.2.3 执事必须是经常会员，且参与过本教会事工至少六个月。[惟在实行本章程

后第一次执事选举时，合格的人选将会从前任或现任的执行委员和同工当

中，由长老会（参本章程 9.2.1 条款）推选之。]Deacons shall currently be

Active Members and have served in LCCC ministry for a minimum of six months.

[For the first Deacon election after these Bylaws are implemented, eligible candidates shall be selected from those who have served or are serving as Executives or Coworkers by the Elder Board (refer to Article 9.2.1)]

## 7.2 权责 Authority

与长老组成长执会，一起推动教会各项事工，完成主所托付给教会的使命。

Deacons and Elders constitute the Elder and Deacon Board. They work together to facilitate the various church ministries and to fulfill the God-given mission to our church.

### 7.3 职责 Duties

协助长老执行以下教会事工：The duties of Deacons shall be to assist Elders to execute the following Ministries:

#### 7.3.1 敬拜 Worship

负责主日崇拜及教会各项音乐敬拜事工。Be responsible for Sunday Worship Service and the various music worship ministries of the church

#### 7.3.2 装备 Education/Training

负责查经、信徒造就、神学教育、同工训练、主日学、儿童及青少年事工、教会图书及多媒体资源管理。Be responsible for Bible studies, discipleship training, theological education, Ministry Team Leaders training, Sunday School, children and youth ministries, church library and multimedia resource management.

#### 7.3.3 本地福音事工 Evangelism

负责本地校园事工及社区事工。Be responsible for the local campus and community ministries.

#### 7.3.4 宣教 Missions

负责外地宣教事工。Be responsible for world missions ministry.

#### 7.3.5 关怀 Fellowship/Care

负责细胞小组、关怀事工，并协助牧养。Be responsible for Cell Group and Tender Loving Care (TLC) ministries and to assist with shepherding.

### 7.3.6 行政 Administration/ Support

负责会籍事务、财务、总务、人事、及教会所有资产管理。Be responsible for membership, financial, maintenance, personnel and church asset management.

## 7.4 名额，任期及推选 Positions, term, nomination and election

### 7.4.1 名额 Positions

7.4.1.1 上述事工每一项至少有一位执事负责，名额由长老视教会事工的需要及执事的建议来决定。若特殊情况下，无法达成上述目标，执事会仍需有四位执事。A minimum of one Deacon shall be responsible for each of the above mentioned ministries. The total number of Deacons beyond the minimum shall be determined by the Elders according to ministry needs and suggestions from Deacons. However, in the event of temporary shortage, the Deacon Board shall have a minimum of four members.

7.4.1.2 执事会主席由现任执事推选而产生。Current Deacons shall nominate and elect one Deacon from among the Deacon Board to hold the position of Chairperson.

### 7.4.2 任期 Term

7.4.2.1 执事任期为两年，惟补选上任执事之任期与现任执事同时终止。执事可连选并得连任。The normal term of an elected Deacon shall be 2 years. The terms of those elected to meet additional needs or finish incomplete terms will end to coincide with that of the other Deacons. Current Deacons may hold the office for consecutive terms, but they must be re-elected.

### 7.4.3 推选 Nomination and election

7.4.3.1 执事之推荐与选举由长执会提名并执行选举（寻求连任之执事应回避），经

由会员大会依据本章程 9.2 条款投票选出。The Elder and Deacon Board shall nominate Deacon candidates and administer the election process (Deacons seeking reelection are ineligible to nominate Deacon candidates nor administer the election process). The Council of Members shall elect Deacons according to Article 9.2.

7.4.3.2 每两年进行选举。Election of Deacons shall be conducted every two years.

7.4.3.3 长执会可视需要进行补选。The Elder and Deacon Board shall call for special elections to meet additional needs or to finish incomplete terms.

## 第八条 事工组长

### Article 8. Ministry Team Leaders

事工组长由长执会任命，负责某一项事工组的服事。Ministry Team Leaders shall be appointed by the Elder and Deacon Board, and shall be responsible for carrying out ministry functions.

#### 8.1 资格 Qualifications

8.1.1 必须是经常会员。有忠心，愿意委身参与所交付的教会事工，并顺服长执会的权柄。Ministry Team Leaders shall be Active Members. They shall be faithful, available, and teachable: willing to submit to the authority of the Elder and Deacon Board.

#### 8.2 职责 Duties

8.2.1 执行长执所交付的事工。事工组长可向执事建议其他弟兄姐妹来协助执行该项事工。Ministry Team Leaders shall implement the ministry functions delegated to them by the Elders and Deacons. Ministry Team Leaders may suggest names of additional workers to help them carry out ministry tasks to the Deacon overseeing their ministry area.

#### 8.3 任期 Terms

8.3.1 事工信长的任期为一年，可续任。至于是否续任由长执会决定。The term of a Ministry Team Leader shall be one year. It may be renewed as determined by the Elder and Deacon Board.

## 第九条 长执选举与教牧同工的征寻

### Article 9. Election and Calling of Elders, Deacons and Pastoral Staff

#### 9.1 长老的选举 Election of Elders

##### 9.1.1 长老选举委员会 The Elder Nomination Committee

9.1.1.1 长老选举委员会由长老会推派（寻求连任之长老应迴避），总数为五至七人，成员必须包括主任牧师，至少一位现任长老、至少一位现任执事及至少一位现任事工组长，并且由会员大会成员选出一位非现任长执之会员代表。若主任牧师从缺，由一位长执会成员递补（长老为佳）。若长老从缺，由执事会主席递补。（註：寻求进入长老选举程序之会员应迴避）The Elder Nomination Committee shall consist of five to seven members. The Elder Board (Elders seeking reelection are ineligible as committee members) shall appoint the following members of the Elder Nomination Committee: the Senior Pastor, a minimum of one current Elder, one current Deacon, and one current Ministry Team Leader. And the Council of Members shall elect one Active Member who is not currently an Elder or Deacon to be their member representative. In the absence of a Senior Pastor, one member from the Elder and Deacon Board, preferably an Elder, shall fill in. In the absence of an eligible Elder, the Chairperson of the Deacon Board shall fill in as the Elder representative. (Note: Members seeking election as Elders are ineligible as nominating committee members.)

9.1.1.2 惟根据本章程第一次实行长老选举时，由组织章程委员会选派五至七人组成长老选举委员会，委员会成员由至少两位前任或现任执行委员，至少两位现任同工，及一位由经常会员选出之会员代表（非现任执行委员）组成。

When following these Bylaws to elect Elders for the first time, the Bylaw Committee shall appoint the following members to form an Elder Nomination Committee of five to seven members: a minimum of two past or current Executive Committee members and a minimum of two current Coworkers. And the Active Members shall elect one Active Member who is not currently an Executive to be their member representative.

9.1.1.3 委员会根据本章程第六条提名所需数额之长老，并征得被提名者之同意。候选人名单应在年度会员大会或补选投票前连续两个主日，於崇拜时口头宣佈，且公佈在主日程序单上。The Elder Nomination Committee shall proceed according to Article 6 to nominate the number of Elders needed and obtain the consent of each nominee. The list of Elder candidates shall be announced during the Sunday Worship Service and published in the Sunday Bulletin for two consecutive weeks prior to the annual Council of Members Meeting or election.

## 9.1.2 投票 Voting

9.1.2.1 长老选举必须经过会员大会投票通过。有效的投票（包括合格的缺席选票）必须有至少四分之三之会员大会成员参与。长老候选人须得到参与投票之会员大会成员至少三分之二的票数支持，始得成为本会长老。The Council of Members shall vote to elect Elders. The quorum, including authorized absentee ballots, is set at three-quarters of the Council of Members and an Elder candidate shall receive a minimum of two-thirds assenting votes of the Council of Members participating in the election to become an Elder.

## 9.2 执事的选举 Election of Deacons

### 9.2.1 执事的提名 Nomination of Deacons

长执会 ( 惟根据本章程第一次实行执事选举时为长老会 ) 根据本章程第七条提名所需数额之执事 , 并征得被提名者之同意。候选人名单应在年度会员大会或补选投票前连续两个主日 , 於崇拜时口头宣佈 , 且公佈在主日程序单上。The Elder and Deacon Board (this shall be the Elder Board when following these Bylaws to elect Deacons for the first time) shall proceed according to Article 7 to nominate the number of Deacons needed and obtain the consent of each nominee. The list of Deacon candidates shall be announced during the Sunday Worship Service and published in the Sunday Bulletin for two consecutive weeks prior to the annual Council of Members meeting or election.

## 9.2.2 投票 Voting

9.2.2.1 执事选举必须经过会员大会投票通过。有效的投票 ( 包括合格的缺席选票 ) 必须有至少四分之三之会员大会成员参与。执事候选人须得到参与投票之会员大会成员至少二分之一的票数支持 , 始得成为本会执事。The Council of Members shall vote to elect Deacons. The quorum, including authorized absentee ballots, is set at three-quarters of the Council of Members, and a Deacon candidate shall receive a minimum of one-half assenting votes of the Council of Members participating in the election to become a Deacon.

## 9.3 主任牧师的征寻 Search for and Call of the Senior Pastor

9.3.1.1 长老会委派并授权牧师征寻委员会根据本章程第五条进行寻牧的工作 , 委员会人数不得少于三人。The Elder Board shall appoint a Pastoral Search Committee and delegate authority to proceed with the responsibility of searching for a Senior Pastor according to Article 5. The Pastoral Search Committee shall consist of no less than three members.

9.3.1.2 委员会推荐之主任牧师人选，须先经由长执会讨论通过，才提交会员大会，进行表决。长执会应於会员大会投票前两个星期之主日崇拜中，向会众口头宣佈主任牧师候选人，并公佈在主日程序单上。有效的投票（包括合格的缺席选票）必须有至少四分之三之会员大会成员参与。主任牧师候选人须得到参与投票之会员大会成员至少三分之二的票数支持，本会始得发出合同书。

主任牧师的提案以一次考虑一位候选人为原则。The Senior Pastor candidates proposed by the Pastoral Search Committee shall be presented to the Elder and Deacon Board for discussion and selection. A Council of Members meeting shall be convened to approve the call of the Senior Pastor candidate. The name of the Senior Pastor candidate shall be announced by the Elder and Deacon Board during the Sunday Worship Service and published in the Sunday Bulletin for two consecutive weeks prior to the Council of Members meeting or election. The quorum for the Council of Members Pastoral Call meeting, including authorized absentee ballots, is set at three-quarters of Council of Members, and the Senior Pastor candidate shall receive a minimum of two-thirds assenting votes of the Council of Members participating in the vote before the church shall send out a formal Pastoral call. In principle, only one Senior Pastor candidate shall be voted for approval at one time.

## 第十条 章程修订

### Article 10. Amendments

10.1 本章程之任何修订提案，需经长执会通过，提交会员大会表决。有效的投票（包括合格的缺席选票）必须有至少四分之三之会员大会成员参与。此议案须得到参与投票之会员大会成员至少三分之二的票数支持，方得修订。Any proposal to amend the church Bylaws shall first be approved by the Elder & Deacon Board, then presented to the Council of Members for voting. The quorum, including authorized absentee ballots, is set at three-quarters of Council of Members, and the proposal to amend the Bylaws shall receive a minimum of two-thirds assenting votes of the Council of Members participating in the vote to be passed.

10.2 本章程修订案的投票结果，将连续两个主日公布于主日程序单或教會網站上。现有会员若因反对或不愿遵守其修定内容，而欲放弃本会会籍，可以书面通知长老会。无异议之会员将自动维持其会员身份，并遵守其修定内容。After the vote on any amendment, the results shall be posted in the Sunday Bulletin or on our church websites for two consecutive weeks. Should any current member disagree with or will not abide by the contents of the approved Amendment, he/she may choose to withdraw his/her membership by submitting a written letter to the Elder Board. Current members who do not submit a withdrawal of membership letter to express disagreement shall automatically maintain his/her current membership status by default, and the church shall assume that such a member has consented to abide by the approved Amendment to the LCCC Bylaws.

## 第十一条 教会财务资产管理

### Article 11. Church Finance and Asset Management

兰莘华人基督教会成立並授权财产信托委员会以信托其财产。LCCC establishes and authorizes the Board of Trustees to hold in trust its property.

财产信托委员会 The Board of Trustees:

#### 11.1 委员会组成 Composition of the Board

财产信托委员会应包括至少二位现任长老和一位主任牧师。The Board of Trustees shall be consisted of at least two (2) incumbent Elders and one (1) Senior Pastor of the LCCC.

#### 11.2 权责 Authority

财产信托委员会的职责是代表兰莘华人基督教会签署任何涉及本會买卖、抵押、转让、或租赁财产、以及其他要求财产信托委员会代表本會签名的所有法律文件。It shall be the function of the Board of Trustees to sign any, and all legal documents involving the sale, mortgage, purchase, or lease of LCCC property or any other legal documents requiring the signature of the trustees for and on behalf of the LCCC.

#### 11.3 有关房地产变更之决议 Decision Concerning Real Estate Property

如果没有长执会的同意以及会员大会特别投票印证，财产信托委员会将无权购买、出售、抵押、出租或转让任何兰莘华人基督教会的房地产。购买、出售、抵押、出租或转让属于本會的任何房地产必须有至少二分之一之经常会员参与，并得到参与投票之经常会员至少二分之一的票数支持。The Board of Trustees shall have no power to buy, sell, mortgage, lease, or transfer any real estate property of the LCCC without approval of the

LCCC Elder and Deacon Board and then a specific vote of Council of Members confirming each action. In the event of buying, selling, mortgaging, leasing, or transferring any real estate property of the LCCC, decisions require confirmation by a vote of more than fifty percent (50%) of those LCCC Council Members voting. Quorum: no less than fifty percent (50%) of the Active Members in good standing must be present.

## 第十二条 教会之解散

### Article 12. Dissolution of the Church

如果兰莘华人基督教会因故解散，在清偿其债务后，剩余财产应当移交或转让给：一个或多个国内或国外符合 1986 美国国内税收法第 501(c)(3)资格的免税组织，并且该组织的神学立场必须类似于兰莘华人基督教会的信仰告白。Upon the winding up and dissolution of LCCC, after paying the debts, the remaining assets shall be transferred or conveyed to one or more domestic or foreign corporation(s), society(s), or organization(s) that qualify as tax exempt organization(s) under section 501 (c) (3) of the Internal Revenue Code of 1986 and are engaged doctrines substantially similar to LCCC's Statement of Faith.

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(注：第四阶段部分不在这次投票表决范畴内 Note: the stage 4 section is not included in the scope of voting)

#### 第四阶段尚待完成组织章程工作 Stage 4 Bylaws work to be completed

- 教会财务资产管理 Church Finance and asset management
- 教会劝诫 Church Discipline
- 教会之解散 Dissolution of the Church