

Input Session #4

TRANSITION TEAM

CENTURY  BAPTIST

What we heard in Session 3

Elders are leadership

Defined Roles for Elders and Deacons

Terms and Term limits (3 year, 2X)

Deacons serve as conduit for committees

Women as Deacons – Yes, same as men

- Split on voting depending on what topic
- NOTE – Elders have provided guidance/approval

What we heard in Session 3

Pastor(s) role on board unclear

Deacon role on board needs clarity

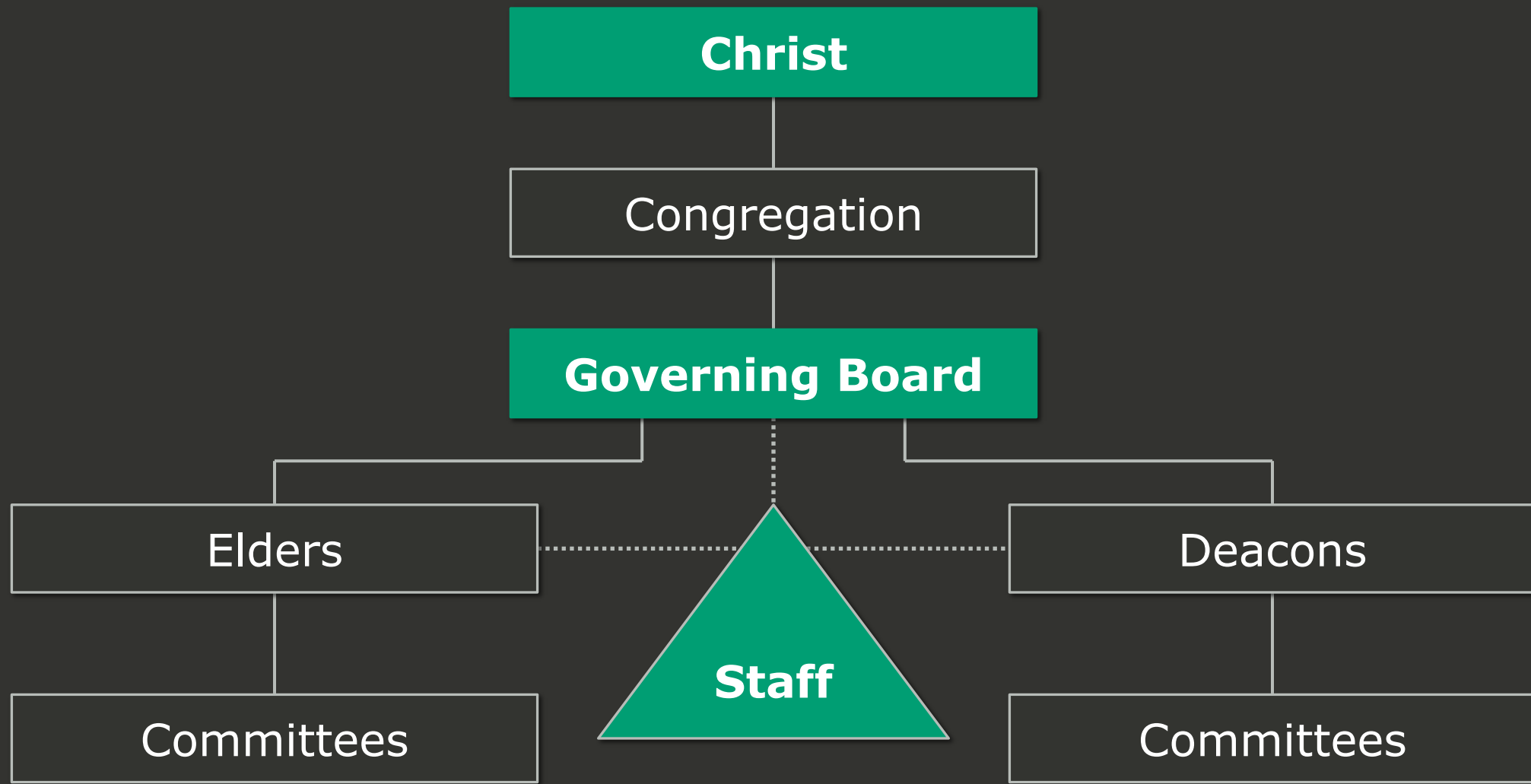
- The pragmatic/operational role makes sense
- Voting on spiritual matters has concerns

Size of the board depends on Pastor inclusion

Clarity on committees and roles/authority

Clarifying the discipline and removal process

Governing Structure



Elder Role

Elders are biblically qualified men who desire this noble task and are called to be shepherds, leaders, and overseers. These men are entrusted with the spiritual oversight and direction of the church and by the Grace of God meet the qualifications set forth in I Timothy 3:2-7. Elders lead together with humility, prayer, servant-hearted authority, and dependence on the gospel and the Holy Spirit.

Elder Role - Practical

Responsibility	Description
Guard Doctrine and Biblical Faithfulness	Ensure teaching, ministry practices, and church positions remain consistent with Scripture, the CBC Statement of Faith, and NAB theology. Evaluate theological issues and recommend doctrinal clarification when necessary.
Discern and Communicate Ministry Vision	Prayerfully develop and communicate the church's mission, vision, values, and ministry priorities. Ensure ministries remain aligned with the disciple-making mission of CBC.

Elder Role - Practical

Responsibility	Description
Evaluate and Support the Lead Pastor	Serve as the primary spiritual accountability body for the Lead Pastor through encouragement, performance evaluation, Sabbatical planning, succession planning, and recommendations regarding call or dismissal.
Lead Prayer and Discernment for the Church	Regularly pray for the congregation, leaders, ministries, community, and future direction of the church. Provide spiritual discernment regarding major ministry opportunities and challenges.

Elder Role - Practical

Responsibility	Description
Shepherd the Congregation	Provide spiritual oversight through prayer, discipleship, teaching, mentoring, counseling, and encouragement of spiritual growth among members.
Oversee Membership and Church Discipline	Establish and oversee membership processes, restoration efforts, reconciliation initiatives, and church discipline when necessary.
Provide Spiritual Oversight of Ministries	Monitor the spiritual effectiveness and biblical alignment of ministries, small groups, discipleship programs, missions efforts, and teaching ministries.

Deacon Role

Deacons are biblically qualified congregants who are called to serve by caring for tangible needs, strengthening the unity of the body, and supporting the church's ministry and mission. They serve with dignity, faithfulness, spiritual maturity, and a clear conscience before God. This office can be held by qualified men and women who desire to serve the church in this diaconal role.

Deacon Role - Practical

Responsibility	Description
Lead Congregational Care Ministries	Coordinate practical care ministries including meals, visitation, support teams, crisis response, and member assistance.
Administer Benevolence and Assistance Programs	Manage benevolence funds, emergency assistance, and practical support for members and community needs within approved policies and budgets.
Oversee Facilities and Property Stewardship	Provide oversight of church facilities, grounds, equipment, maintenance planning, and facility improvement recommendations.

Deacon Role - Practical

Responsibility	Description
Support Ministry Operations and Volunteers	Help ministry leaders identify resource needs, recruit volunteers, solve operational challenges, and implement ministry initiatives.
Monitor Congregational Needs	Serve as the practical "eyes and ears" of the church by identifying care needs, communication gaps, ministry opportunities, and operational concerns.

Deacon Role - Practical

Responsibility	Description
Promote Hospitality and Community Life	Lead efforts that encourage fellowship, newcomer integration, church events, member engagement, and congregational connectedness.
Steward Operational Resources	Assist with equipment, supplies, logistics, safety, risk management, and implementation of operational policies supporting ministry activities.

Governing Board

Shared Responsibilities (Separate Boards Working Together)

Shared Area	Elder Role	Deacon Role
Ministry Planning	Spiritual priorities	Resource and operational planning
Congregational Care	Spiritual support	Practical support
Volunteer Leadership	Leadership development	Volunteer coordination
Crisis Response	Spiritual guidance	Care implementation
Church Health Assessment	Spiritual indicators	Operational indicators

Governing Board - Practical

Shared Responsibilities (Separate Boards Working Together)

Responsibility	Description
Strategic Planning and Vision Alignment	Ensure ministries, staffing, facilities, and finances support the church's mission and strategic priorities.
Risk Management and Legal Compliance	Oversee legal, insurance, employment, safety, and compliance matters.
Major Resource Allocation Decisions	Recommend significant expenditures, capital projects, staffing changes, and ministry investments.

Governing Board - Practical

Shared Responsibilities (Separate Boards Working Together)

Responsibility	Description
Financial Oversight and Budget Recommendation	Approve financial controls, review financial reports, develop budget recommendations, and monitor financial health.
Policy Development and Governance Oversight	Develop and maintain governance policies, board policies, and accountability structures.

Governing Board - Practical

Shared Responsibilities (Separate Boards Working Together)

Responsibility	Description
Organizational Accountability	Evaluate organizational effectiveness, ensure responsibilities are fulfilled, and maintain healthy lines of authority and accountability.
Congregational Communication and Reporting	Ensure the congregation receives timely, transparent information regarding church health, finances, ministry progress, and major decisions.

Priority Questions

Question

Who should qualify as an eligible voting member, and how should inactive membership affect voting eligibility?

How many congregational business meetings should be held each year?

What should constitute a quorum for congregational business meetings?

What ongoing accountability structures should the church require for its finances, staff, and standing committees, including financial review or audit, staff grievance procedures, and written committee charters?

Priority Questions

Question

How should proposed constitutional or bylaw changes be initiated, reviewed, and presented to the congregation?

Should there be a standing Constitution or Policy Committee to manage governing documents and changes?

How should the church define active participation in its ministry, and what process should be used to classify a member as inactive or remove someone from membership?

Should the removal of all pastors require a congregational vote? Should this apply to ministry directors?

Priority Questions

Question

Should the Constitution have a higher threshold to amend than the Bylaws, and what approval percentage should be required for each?

Should eligible members be permitted to vote on congregation matters when they cannot attend in person?

Should the congregation be able to have authority to call a special congregational meeting, what level of congregational support should be required to request one, and how much advance notice should members receive?

Input Survey

Survey Link will be under Transition Team

Hard copies Will be at the Information Desk

Survey Open until November 1st

"AND LET US CONSIDER HOW WE MAY SPUR ONE ANOTHER ON TOWARD LOVE AND GOOD DEEDS, NOT GIVING UP MEETING TOGETHER, AS SOME ARE IN THE HABIT OF DOING, BUT ENCOURAGING ONE ANOTHER—AND ALL THE MORE AS YOU SEE THE DAY APPROACHING."

HEBREWS 10:24-25

Thank You