

CBC Proposed vs Current Bylaws Side by Side

DATE: 08 January 2023

Overview

This document aims to highlight what's different in the proposed bylaws (Dec 2023) from the current bylaws (2009). It aims to capture and size the difference from the current bylaws and the proposed bylaws. When referencing the bylaws the intention is to be clear enough a reader with copies of the current and proposed bylaws could readily find the section. This document is NOT part of the Bylaws Proposal. It is ONLY an accessory to assist the congregation. Finally this document strives to be thorough but does not promise to

How to use this document

Below is a legend of what's in the comparison tables that are the bulk of this document.

Column	Information
Location	Location indicates the location being compared in the PROPOSED Bylaws.
Size of Change	Size of change indicates 'how big a change' is proposed compared to the current bylaws using a 't-shirt' size method. This is subjective and notional with an aim to call attention using a relative frame of reference.
2023 Bylaws Proposal	A summary of what is proposed biased toward how it differs from the current bylaws. In some cases it is a direct quote of the proposed bylaws.
Current	A summary of what the Current (ca 2009) bylaws contain biased toward addressing the proposed changes. In some cases this is a direct quote of the current bylaws.
Commentary	This content aims to be a dispassionate commentary of the proposed content changes. The aim is to (a) highlight differences that are directly observable in the two documents (proposed vs current), and (b) identify reasonably direct effects of the proposed change compared to the current bylaws.

Dispassionate

This document attempts a dispassionate comparison of the proposed bylaws to the current. However, it is a product of the Bylaws Committee making the proposal, and therefore uses the 'proposers lens'. Other points of view are important and welcome.

Questions or Errata

Please email the Bylaws Committee with any questions or errors in this document at cbc-bylaws@googlegroups.com. We acknowledge emails as soon as possible, and do our best to respond based on how many emails we get.

Whole Document

These are things that have changed throughout the document and are either too numerous or difficult to call out in the Side by Side below.

Location Size of Change	2023 Bylaws Proposal	Current	Commentary
Throughout Small	Scriptural References were evaluated for <ol style="list-style-type: none">1. Are they correct?2. Are they pertinent?3. Do they bring clarification?	<ul style="list-style-type: none">- One or two references were mis-specified, likely due to typos.- Some were repeated across multiple sections	The Committee's approach to scriptural references had two tenets. <ol style="list-style-type: none">1. The scripture references should instruct and/or demonstrate the desired attribute2. When scripture could be interpreted in different ways, we endeavored in the bylaws to be concrete in our interpretation, e.g. Article II §1.A.2 "Both men and women are eligible to serve..."

Sections Side by Side

This side by side comparison follows the structure of the 2023 Bylaws Proposal and compares it to relevant current bylaws and attempts to identify differences and, as useful, provide commentary to add context.

Location Size of Change	2023 Bylaws Proposal	Current	Commentary
Article I : Membership > Sections 1 - 4			
Section 1 Extra Small	Changed title of Section 1 to Members	Section 1. Constituents	More consistent naming with Article, 'Membership', and subsequent section, 'Admission to Membership'
Section 2.A Extra Small Small	Renamed: 'Qualifications for Membership' 4 Pathways to membership are unchanged. ADDED: Questions about qualifications of a candidate for membership are decided by the Elders.	Title: 'Requirements for Membership' Pathways to membership: (1) Baptism, (2) Letter of Transfer, (3) Christian Experience, (4) Restoration after Church Discipline	These are in fact qualifications used to assess, not requirements. The subsequent section (2.B) are the requirements. The answer to the question "Who decides?" was missing. The Elders, as the theological anchors of the church, seemed the obvious answer.
Section 2.B Small	Renamed: 'Membership Requirements' Break out steps to join: Membership class > Testimony > Commitment to Statement of Faith > Voted In	Title: 'Application for Membership' Previously a paragraph outlining the process.	
Section 3.A Small	NEW SECTION 3: FUNCTION MEMBERS Combined previous Sections 2.A. Attendance and 2.B. Contributions into one list. ADDED: Additional Responsibilities: (2) Be present at members meetings; (3) Be involved in ministries;	Previously SECTION 2.B Application for membership. Two subsections with 1-2 lines each A. Attendance and B. Contributions	The 'Application for Membership' content was a 3 sentence postscript to the Requirements for Membership section. It warranted breaking out and clarifying. The addition of Responsibilities and Rights is a consolidation of various

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	<p>ADDED: Rights of Members: (1) Decision-making: via voting; (2) Office-holding</p>		congregational functions as well as an affirmation of the Congregational nature of the church.
SECTION 4.A & 4.B Medium	<p>Dismissal pathways Letter of Transfer and Erasure (non-participation) remain.</p> <p>Inactivity timeframes are 1 year inactive, then attempts are to be made to contact them. If they remain inactive/non-responsive for 3 additional months, the congregation will be presented the names prior to removal. Exceptions for aged, homebound, and serving in the military added.</p>	<p>Previously SECTION 3. DISMISSAL FROM MEMBERSHIP</p> <p>Inactivity timeframes are 1 year inactive, then removal after a 2nd year inactive.</p>	
SECTION 4.C Medium SECTION 4.C Continued	<p>DISMISSAL FROM MEMBERSHIP : BY DISCIPLINE</p> <p>There are three aspects described: Purpose, Process, and Reinstatement</p> <p>Purpose: Purpose of Discipline is enumerated and grounded in new scriptural references.</p> <p>Process: References Matthew 18 and provides a specific interpretation of how that is conducted. How the responsibility begins with the congregation one-on-one and subsequent referral to the Elders. It further allows the Elders to use designees to accommodate sensitive situations.</p> <p>Reinstatement: How a dismissed member</p>	<p>Previously SECTION 3.C By Discipline</p> <p>References Matthew 18 as the guideline.</p> <p>Indicates Elders are the investigative and reproving body.</p> <p>The whole section is 1 sentence + 1 paragraph (4 sentences)</p>	<p>The current bylaws (5 sentences) lean heavily on Matthew 18. The proposed revisions attempt to capture Matthew 18 in practical terms that make it clear how church discipline is to be conducted and by whom.</p>

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	can rejoin the church upon repentance		

ARTICLE II : Leadership > Sections 1- 5

SECTION 1 GOVERNMENT

SECTION 1 Extra Large	The section has been expanded to describe the general aspects of leadership. There are sub-sections: <ul style="list-style-type: none">- General Qualifications- Nomination of Leaders- Election of Leaders- Removal of Leaders- Leadership Practices	This section serves mostly as a preamble for the Leadership section.	Previously, qualifications for office were repetitive across their individual sections. Similarly, the mechanism for nomination and election. As well as the mechanisms for removal. So we took the opportunity to unify them. Additionally there were practices and governance aspects that are implied or missing. These have been made concrete and generally applied.
SECTION 1 Continued Extra Large	This article splits the role of Trustee from Deacons.		The role of Deacon and role of Trustee have different demands. The role of Deacon demands a mature believer with the gifts of compassion and dedication to serving the congregation. A Trustee too should be an upstanding Christian, but the desired gifts are those of administration and business/financial acumen.
SECTION 1.A Extra Large	GENERAL QUALIFICATIONS - New subsection This section is a distillation of the current bylaws qualifications spread across each	Qualifications are nested under the office for which they apply.	These are originally based on the Deacon qualifications and were distilled. We took a hard look at previous qualifications and removed

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	<p>section.</p> <p>This section explicitly specifies that men and women can serve in all leadership offices.</p>		<p>some that were either subjective or unknowable. Others we made more concrete.</p> <p>This section does NOT attempt to define 'man' or 'woman'. This is left for the Elders as theological policy makers for the church.</p>
SECTION 1.B Extra Large Extra Large	<p>NOMINATION OF LEADERS - New subsection</p> <p>Considerably more responsibility is invested in the Nominating Committee. They take on nominating Elders, Deacons, and Trustees.</p> <p>The nomination process is described in detail, steps and timeframe.</p> <p>Elders retain a veto over Elder nominations unless the number of Elders falls below the minimum number required.</p> <p>Provisions for filling vacancies are also detailed. Person's filling vacancies do not accrue against term limits.</p>	<p>Nomination mechanics are nested under the various offices.</p> <p>The Nominating Committee only nominates Deacons.</p>	<p>This section shifts the initiative of identifying leaders to the Nominating Committee.</p> <p>The Elders retain their control over who can be nominated for Elder, by way of their candidate veto. But, by shifting candidate identification we broaden the lens and reduce the risk of deadlock.</p> <p>Not previously dealt with, handling vacancies is addressed. The aim was to give those stepping in their own full terms in office, as they are demonstrating grace by filling a need mid-term.</p>
SECTION 1.C Medium	<p>ELECTION OF LEADERS - New subsection</p> <p>This section defines a Super-Quorum Super Majority as the requirement</p> <p>Super-Quorum indicates that a larger than the minimum number of members are required to be present for a vote to pass. A standard quorum is defined as 10% of</p>	<p>Election mechanics are nested under the various offices.</p> <p>Election thresholds are captured as part of the various offices.</p>	<p>This subsection consolidates election language that was previously spread through the various roles.</p> <p>It gives a name to the Super-Quorum Super-Majority. The highest voting threshold.</p>

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SECTION 1.C Continued	<p>membership—required for a meeting to occur. A Super Quorum is defined as 25% of membership to be present.</p> <p>Super-Majority indicates the minimum vote required is greater than half + 1 (simple majority) for a motion to pass or election to occur. In the named case it is 80% of those present.</p>		
SECTION 1.D Large	Removal of Elders or Deacons or Trustees - New subsection	Removal is only dealt with in the Elders Term Section. "An Elder may be deemed ineligible to serve for good reason by a majority vote of the Elder Board".	Not dealing with removal is an oversight. The proposal gives leadership roles a path to self-cure and gives the congregation the final say
SECTION 1.E Extra Large	<p>Leadership Practices - New subsection</p> <p>Mandates the keeping of minutes by all church leaders, committees, and ministries. That the minutes shall be made available to the congregation upon request.</p> <p>Specified that all leaders shall recuse themselves or can be instructed to if business involves them or members of their family.</p> <p>Annual assessments and reports shall be prepared and presented to the congregation by all church leaders, committees, and ministries</p>	Recusal is only discussed under the Senior Pastor	While none of these are novel practices for an organization, Minutes, Conflict of Interest, and Annual Reports, by including them in the bylaws we make transparency and accountability are what we value.
SECTION 2 PASTORS			
SECTION 2	PASTORS	Senior Pastor and Associate Pastor are	This section was a bit of a tangle, so we

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	This section was reorganized and consolidated to identify general pastoral qualifications	their own sub-sections	consolidated what we could and made what remained be about the differences.
SECTION 2.A Medium	PASTORS : Qualifications Removes repetitive qualifications, instead referencing the general qualifications and adding General Pastor qualifications. Specified that Married and Unmarried persons are eligible to be pastors. Instead of repeating scripture and references, collect them as a list of qualifications.	Pastor's qualifications are repetitive of other leaders as well as having pastor specific qualifications. Details the the calling and dismissal of a Senior Pastor	
SECTION 2.B Small Medium	PASTORS: Senior Pastor Details the function of Senior Pastor. The Dismissal of a Senior Pastor. Adds a Compensation section that aims to provide the Senior Pastor both a regular performance review as well as clear, appropriate, and suitably discrete means to evaluate the Senior Pastor's compensation.	Senior Pastor function is enumerated: Ex-officio Elder, Leader, and Head of Staff	
SECTION 2.C Small	Auxiliary Pastors Collapsed Associate and Assistant Pastors	Enumerates Associate and Assistant Pastor Roles	Associate Pastor and Assistant Pastor in the previous bylaws had only a few words that distinguished them. Rather than be prescriptive around a job

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			title, we chose to define the auxiliary role and leave the job title up to the church as needed, e.g. Youth Pastor
SECTION 3 ELDERS			
SECTION 3 Extra Large	ELDERS The role of Elder has been redefined as "general overseers of ministries and theology of the church"	"The Elders shall serve in conjunction with the Senior Pastor as general overseers in all areas of church life. "	This narrows the scope of the Elders from the very broad, all areas of church life, to overseeing the ministries and theology of the church.
SECTION 3.A Extra Large	ELDERS FUNCTION Shifted direct oversight to policy making authority for theological and ministerial matters. Added guide of the work of the Deacons by providing a ministerial vision and strong theological foundation. Removed "shall include but not me limited to" language in favor of more specific "seek the mind of Christ" Retains oversight of Church Discipline with at clearer defined process in Article 1 Section 4	Previously expansive... "The Elders shall have policy-making authority in all matters except those that are reserved to the congregation. They are responsible to seek the mind of Christ through the guidance of the Holy Spirit and the Word of God. Their responsibilities shall include, but not be limited to the following: Responsible for administration Church Discipline	The scope of the Elders was so broadly defined it was difficult to find any limitation. The proposal emphasizes the scriptural and shifts the mechanism for leadership, i.e. promoting policy making.
SECTION 3.B Small	ELDER QUALIFICATIONS Previously Elder and Deacon qualifications had significant overlap. We consolidated the overlapping qualifications in General Qualifications.	Scriptural qualifications, and reminder of higher calling. List of (8) qualifications.	The proposal consolidates and refines Leadership Qualifications across the board. Elders are no exceptions.

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	The additional qualifications, e.g. Must have served as a Deacon, scriptural qualifications, and reminder of higher calling remain.		
SECTION 3.C Small	ELDER TERM Elder's term of service is shortened to 5 years from 10 years. No changes to consecutive terms or 1 year period between terms.	Elder's term of service is 10 years followed by one year of ineligibility.	A ten year term was determined to be too long. Ten years is 13% of the average life expectancy.
Current Bylaws Small	SEE SECTION 1 for Nomination and Election 80% majority + 25% present has been defined as Super Majority Super Quorum in the proposed values.	SECTION 3. D ELECTION OF ELDERS <i>This section was reorganized into the proposed SECTIONS 1.B-C.</i> Elders can only be nominated by the Elder Board. The vote to elect requires 80% majority of member present at a meeting and 25% of membership must be present for a quorum -	
SECTION 3.D Large	NUMBER OF ELDERS Changed to a minimum of three (3). The Elder Board may be increased with approval of the congregation.	Previously SECTION 3.E “The Number of Elders shall not exceed five (including Senior Pastor)” The Elder board may be increased after making a recommendation to the congregation.	By utilizing a minimum we ensure the Elder Board does not drop too small. Where shall-not-exceed means the Elder Board can shrink below desirable levels. By shifting board increases to “congregation approved” from “recommended to congregation” we return decision making to the

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			congregation.
SECTION 3.E	MEETING AND ORGANIZATION		
None	No change		
SECTION 4 DEACONS			
SECTION 4	DEACONS		
Extra Small	Added "The Deacons are the extension of care and service of the Church"		
SECTION 4.A	DEACON FUNCTION Made the function more specific, e.g. Welcome Potential Members, Pray with people, serve the LORD's Table Added the responsibility for collecting and routing congregational feedback. As well as holding leaders to account. REMOVED: The Deacon Trustee role, instead created the role of Trustee.	Their responsibilities shall include, but not be limited to the following: 1. In subjection to Elders, oversight of the ministry of the church. 2. Being examples of what a mature believer should be. (1 Tim. 3:8) 3. Examination of applications for membership. (Acts 9:26-27; of Article 1, Section 2B)	This clarifies that feedback channels and accountability are the responsibility of the Deacons.
SECTION 4.B	DEACON QUALIFICATION Must meet the General Qualifications	List of 9 qualification	The Deacon qualification served as the foundation for the General Qualifications. So this is the baseline.
SECTION 4.C	DEACON TERM Term remains the same, 3 years; however, they are now permitted to serve up to two consecutive terms. Regardless, they must be	Three year term. One consecutive term.	

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	reelected for consecutive terms.		
SECTION 4.D Small	<p>NUMBER OF DEACONS</p> <p>The minimum number of Deacons shall be eight (8)</p> <p>The Deacons may be increased with approval of the congregation.</p>	<p>"Number of Deacons shall be up to thirteen" (13)</p> <p>Number may be increased after consultation with the Elders and after recommendation to the congregation.</p>	<p>By utilizing a minimum we ensure the Deacons does not drop too small.</p> <p>By shifting board increases to "congregation approved" from "recommended to congregation" we return decision making to the congregation.</p>
SECTION 5. TRUSTEES			
SECTION 5 Extra Large	<p>TRUSTEES - NEW LEADERSHIP ROLE</p> <p>The trustees are the fiduciary for the church. They manage the finances and property, real or otherwise, of the church. They advise the congregation on matters relating to finance and assets.</p>	<p>The role of Trustee was a subordinate function of the Deacons.</p>	<p>The skill set of Deacons and skills of Trustee do not align. We have split out TRUSTEE as a separate role.</p> <p>This allows for the qualifications to be different, and provides different opportunities for members to use their gifts.</p>

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SECTION 5.A Extra Large	<p>TRUSTEE FUNCTION</p> <p>"... Any function discovered or required by the congregation that relates to the transaction of church business or the stewardship of church property is the function of the Trustees."</p> <p>There is a list of 17 qualifications distributed across 4 sub headings: Legal Obligations, Budget, Advise, Oversee Business Policies. Some key functions are:</p> <p>1a. Legal Obligations : Are the sole officers able to enter into any and all contractual obligations on behalf of the church consistent with the congregation's approved budget and policies.</p> <p>2b. Budget: Present a report of the church's current financial status to the congregation at quarterly meetings that details income, expense, investment, and savings.</p> <p>3b. Advise: Respond to reasonable member requests for more detail about the financial business of the church.</p> <p>4a. Oversee Business Policies: Write and get approved by the congregation any and all financial and/or business policies.</p>	<p>Currently a subsection of Deacon Function</p> <p>Those Deacons serving as Trustees will also function as members of the Finance Committee (Article 4, Section 1D) and will be responsible for monthly financial reports to the Pastors, Elders and Deacons and regular reports to the church. Each year they shall prepare a budget to be reviewed by the Pastors, Elders and Deacons.</p>	<p>The Trustee function is not new, but the broken out role is. In an effort to evolve the current Deacon Trustee toward Trustee, much ink is spent defining the role.</p>

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SECTION 5.B Medium	TRUSTEE QUALIFICATIONS Must meet the General Qualifications as well as the following additional qualifications: <ol style="list-style-type: none"> 1. Be of the highest integrity and honesty. 2. Possess sound financial judgment and reasonable knowledge of investment principles. 3. Meet any additional requirements of 501(c)(3) or relevant non-profit laws and regulations the church is subject to. 4. Be willing to pursue education in financial and legal matters pertinent to the church. 	Currently the Deacon Qualifications (SECTION 4. B)	This afforded the opportunity to tailor qualifications for the specific role of Trustee. A role where honest, integrity, and business acumen are important.
SECTION 5.C Small	TRUSTEE TERM Three (3) year term, with up to two (2) consecutive terms requiring reelection. Then one year of ineligibility. The religious corporation clause remains unchanged "Those serving as Trustees shall be elected and serve terms consistent with the Religious Corporations Law of the State of New York – Baptist Churches."	Currently Deacon term: one 3 year term with one year ineligible. And, ... "Those Deacons serving as Trustees shall be elected and serve terms consistent with the Religious Corporations Law of the State of New York – Baptist Churches."	Both current and proposed are consistent with Deacon terms. It didn't seem useful to create another set of term cycles, e.g. Deacon 3 year / Elder 5 year.
SECTION 5.D Small	NUMBER OF TRUSTEES The minimum is three. The number of	Deacon Trustee is not specifically dealt with apart from Number of Deacons.	Consolidated Laws of New York; Article 15 § 295.4 : Government Power and Duties of Trustees

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SECTION 5.D Continued	<p>Deacons must, according to NYS Law, afford $\frac{1}{3}$ of the Trustees terms to expire every year.</p> <p>The number of Trustees may be increased with congregational approval. And is NOT strictly limited to multiples of three, although $\frac{1}{3}$ of their terms will need to expire annually.</p>		In the case where there were a number of Trustees not divisible by three, more than one term would expire. For example, were there four (4) trustees, two trustee's terms would expire every third year. Only one term would expire in the intervening years.
SECTION 5.E Extra Small	<p>TRUSTEE OFFICERS AND OPERATION</p> <p>This section specifies two minimum officers with the Trustees: Treasurer , Chairperson.</p>	This is not dealt with at all currently.	The existence of these two office is both useful to the Trustees - to afford clarity of function. As well as those that interact with the Trustees - to have some understanding of what to expect.
ARTICLE III CONGREGATION			
ARTICLE III Extra Small	Changed Title to CONGREGATION	Currently titled CONGREGATIONAL MEETINGS	The current title was not consistent with the inclusion of CONGREGATIONAL RESPONSIBILITIES
SECTION 1 : CONGREGATIONAL RESPONSIBILITIES			
SECTION 1 Medium	<p>CONGREGATIONAL RESPONSIBILITIES</p> <p>This section moved from last to first.</p> <p>Changed election of leaders language to reflect the broader nomination and election of leaders, e.g. Elders, Deacons, and Trustees</p> <p>Changed indebtedness threshold to be 20% of church budgeted income</p> <p>Removed 'other matters deemed appropriate'</p>	<p>Currently Article III SECTION 7</p> <p>Election is limited to Deacons</p> <p>Indebtedness threshold is \$10,000.</p> <p>"Others matters deemed appropriate by the Senior Pastor or Elders"</p>	<p>The importance of congregational responsibilities warranted placing them first.</p> <p>The indebtedness thresholds as a dollar figure don't keep up with the times or the size of the church. Instead we chose a percentage of budgeted income as a threshold.</p> <p>The 'other matters deemed appropriate by the Senior Pastors or Elders' could</p>

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	<p>by the Senior Pastor or Elders'</p> <p>Added 'Other matters presented by the congregation at any congregational meeting.'</p>		<p>be read as a limitation of the congregation's purview. This is inconsistent with our congregational governance model. Instead, "other matters presented by the congregation" were added.</p>
SECTION 2 Large	<p>CONGREGATIONAL MEETINGS This content has been reorganized.</p> <p>These SUBSECTION A - C outline how congregational meetings work : MEETING MODERATION, QUORUM, VOTING.</p>	<p>Currently SECTION 6 : Voting and Quorum</p> <p>"Elections shall be ballot unless otherwise directed by the church"</p> <p>Quorum is: 10% of active members with at least three Deacons (and/or) Elders</p>	<p>The subject of moderation, quorum, and voting, were given very little attention. However, we now find ourselves in a world where attendance is virtual. So more guidance is provided.</p>
SECTION 3 Small	<p>CONGREGATION MEETING SCHEDULES</p> <p>This section is reorganized from current.</p> <p>This section defines the meeting schedule for the year. And addresses scheduling ad hoc meeting notification requirements – which remains unchanged.</p>	<p>Currently the CONGREGATIONAL MEETINGS SECTIONS is organized around the meetings themselves, including their schedule down to the week and day.</p> <p>SECTION 4. OTHER CONGREGATIONAL MEETINGS indicates Senior Pastor or majority of Elders may call a congregational meeting with 2 weeks notice.</p>	<p>Previously you had to look across three sections to understand the calendar. This section deals ONLY with the scheduling of meetings. Which makes it short and easy to consume.</p>
SECTION 4 Small	<p>BUSINESS MEETINGS</p> <p>Defines Congregational Meetings as 'Business Meetings' and identifies their intended purposes, e.g. December is primarily for the next years' budget.</p>	<p>Currently the CONGREGATIONAL MEETINGS SECTIONS is organized around the meetings themselves, this includes their purpose per meeting section.</p>	<p>Previously each meeting was organized around its name, e.g. Annual Corporation Meeting. We chose to not use the names, and instead refer to the format of the meeting as 'Business Meeting'. This simplifies describing</p>

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			them, while not precluding using names as useful.
SECTION 5 Small	RECEIVING NEW MEMBERS MEETING Identifies a type of meeting, distinct from a Business Meeting, that exists for the sole (and in fact limited) purpose of receiving new members.	Receiving new members is at 'any regular meeting' (Article I § 2.B)	This documents both a simple method for receiving members and is consistent with our current practices.
ARTICLE IV COMMITTEES AND PROCEDURES			
ARTICLE IV Large	<p>Standing permanent committees, with Chairpersons appointed jointly by the Pastors, Elders, and Deacons, oversee ongoing church functions on the congregation's behalf.</p> <p>Elders may, with congregational approval, establish and dissolve additional committees</p> <p>All committees function under the policies established by the Elders, Deacons, or Trustees as appropriate.</p> <p>The four (4) standing committees are:</p> <ul style="list-style-type: none"> A. Buildings and Grounds B. Missions Committee C. Personnel Committee D. Nominating Committee <p>There is also an as-needed committee: Pastoral Search Committee. It was previously defined as part of Article II. Leadership.</p>	<p>Annually in January, Elders and Deacons convene a joint meeting and form the six (6) foundational committees.</p> <ul style="list-style-type: none"> A. Buildings and Grounds B. Missions C. Christian Education and Youth D. Finance E. Evangelism and Community Service F. Personnel <p>Chairperson is appointed by the committee. Members schedule their meetings.</p> <p>Term limited to three (3) year terms followed by (1) year of ineligibility.</p> <p>Present annual plan to Deacons and Trustees two months prior to the Annual Congregational Meeting</p>	<p>The proposed bylaws identify 4 standing committees that nominally map to 4 of the 6 'foundational' committees.</p> <p>Upon discussion, it became apparent that several committees either had no current incarnation or were desirable to have, but did not need to be specified in the bylaws. These are Christian Education and Youth, Finance, and Evangelism and Community Service.</p>

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	<p>NOMINATION & SELECTION</p> <p>Each committee outlined has a NOMINATION & SELECTION section. They each outline how the chairperson and the nominating committee work in concert to identify members who possess the skills and desire to serve.</p>	<p>Provide a written report for inclusion in the annual book to the congregation at the annual congregational meeting.</p>	
<p>[SECTION] A</p> <p>Medium</p>	<p>BUILDING AND GROUND COMMITTEE</p> <p>FUNCTION</p> <ul style="list-style-type: none"> - Maintenance and care of church property - Authorize use of facilities in accordance with policies established by Trustees - See to maximize facility use in accordance with the church's purpose, values, and policies. <p>QUALIFICATIONS</p> <p>Person's who have experience in housing, real-estate, and building maintenance, etc.</p> <p>NOMINATION & SELECTION</p> <p>Consistent with other committees. Chairpersons and Nominating Committee work to seat the committee.</p> <p>COMPOSITION</p> <p>At least three people + one member of staff responsible for the building. Shall include a Trustee and member of staff (as ex officio member).</p>	<p>"This committee, which shall include at least one Trustee, shall provide for (1) maintenance and care of all church property, (2) authorize the use of facilities by any outside groups, and (3) shall seek to maximize its use in accordance with the stated purposes of the church's goals and objectives."</p> <p>Qualifications, Selection, Composition and Term are not addressed in the current bylaws</p>	<p>Remains largely unchanged. The notable change is the Trustees, as the fiduciary, they are the most relevant leadership role that defines relevant policy. It's worth noting that while the Trustees are the policy lead, the Trustees themselves are subject to the expressed will of the Congregation, via budget, and the Elders, via ministerial policy.</p>

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	TERM 3 years, 2 consecutive terms allowed, then 1 year ineligibility.		
[SECTION] B Medium	MISSIONS COMMITTEE FUNCTION Lists 5 specific responsibilities QUALIFICATIONS Volunteers who have a heart to serve and understand missions NOMINATION & SELECTION Consistent with other committees. Chairpersons and Nominating Committee work to seat the committee. COMPOSITION An Elder shall be a member TERM 3 years, 2 consecutive terms allowed, then 1 year ineligibility.	"This committee shall recommend to the church and implement the missions policy of the church and seek to develop a stronger awareness and concern for fulfilling our mandate both locally and worldwide. (Matthew 28:18-20; Acts 1:8)"	This is not intended to be a significant change to the Missions Committee, but rather documentation of their function.
[SECTION] C Extra Large	PERSONNEL COMMITTEE FUNCTION <ul style="list-style-type: none"> - Oversees personnel matters in concert with the Senior Pastor. - Clarifies that paid members are considered staff. - Removes the oversight of volunteers as they are not staff. 	"In conjunction with the Senior Pastor this committee shall oversee personnel matters of the church staff and volunteers . This task shall include interviewing potential staff and volunteers for vacant positions and making recommendations to the Deacons on hiring such . "	The current definition of this committee is noticeably out of date, as it refers to the Deacons as the overseeing body. This is not consistent with current leadership structures and practices. In order to promote more clarity around accountability, activities related to both staff and leadership review have been

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Location Size of Change	2023 Bylaws Proposal	Current	Commentary
	<ul style="list-style-type: none"> - Ensure annual performance reviews occur - Coordinate the annual review of the Senior Pastor apart from the role of Elder. - Summarizes and reports the reviews to reviewees and the congregation (as appropriate). Maintains history of reviews <p>QUALIFICATIONS</p> <ul style="list-style-type: none"> - Experience in Human Resources or management - Spiritually mature <p>NOMINATION & SELECTION</p> <p>The Pastor, Elders and Deacons name the chair. Chairpersons and the Nominating Committee work to seat the committee.</p> <p>COMPOSITION</p> <p>Shall include the Senior Pastor, as head of Staff.</p> <p>TERM</p> <p>3 years, 2 consecutive terms allowed, then 1 year ineligibility.</p>	<p>Further, this oversight shall include making yearly performance reviews, determining job descriptions and making recommendations to the appropriate committee, also is empowered, after serious deliberations, to recommend to the Deacons the dismissal of a staff member when deemed necessary.</p> <p>The above oversight of the church staff does not include any pastoral staff as listed in Article II, Section 2. Such oversight is reserved for the Boards of Elders and Deacons.”</p>	introduced.
[SECTION] D Extra Large [SECTION] D Continued	<p>NOMINATING COMMITTEE</p> <p>FUNCTION</p> <ul style="list-style-type: none"> - Responsible for identifying and presenting potential candidates for the Standing Committees referenced in the Bylaws and candidates for 	<p><i>Current SECTION 2. Nominating Committee excerpts and emphasis added.</i></p> <p>“The Elders and/or Deacons shall annually select five persons and two alternates who meet the qualifications</p>	<p>The nominating committee's role in selecting leaders, at all levels, has been significantly increased. They now nominate Elders, Deacons, and Trustees as well as helping source committee members. The nomination and election processes are detailed in Article II.</p>

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Location Size of Change	2023 Bylaws Proposal	Current	Commentary
	<ul style="list-style-type: none"> - Elders, Deacons, Trustees and the Pastoral Search Committee. - Overseeing that the nomination process ... is in compliance with these Bylaws. - Reviewing the candidates with the Elders and Deacons ... for input regarding character and acumen. - Provide candidates to Committee Chairs - Presents Leadership candidates to the congregation <p>QUALIFICATION Meet General Qualifications, e.g. Deacon Qualifications. Members must recuse themselves if nominated.</p> <p>NOMINATION & SELECTION Pastors, Elders, and Deacons bi-annually select five members who meet the qualification</p> <p>COMPOSITION Two members of the nominating committee shall be Elders or Deacons</p> <p>TERM 2 years</p>	<p>of Deacons, two of whom shall be Elders or Deacons</p> <p>It is the Nominating Committee's responsibility to identify and select persons who possess the qualities ... [desired for the office of Deacon]</p> <p>Members of the Nominating Committee shall be ineligible for nomination as Deacons.</p> <p>The Nominating Committee shall submit two names each year for a three-year term. The qualifications for Corporation Officers [Deacon Trustee] shall be individuals who meet the biblical qualifications of Deacon.</p>	Leadership.
[Section] E Small	<p>PASTORAL SEARCH COMMITTEE</p> <p>FUNCTION</p> <ul style="list-style-type: none"> - Established by the Elders when required 	<i>Excerpted and emphasis added.</i> Article IV SECTION 3	Shifts selection of committee members from the Elders to the Nominating Committee. The Elders retain the initiative to form a Pastoral Search Committee as well as seats on the

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Location Size of Change	2023 Bylaws Proposal	Current	Commentary
[Section] E Continued	<ul style="list-style-type: none"> - Seeks pastoral nominee to be recommended to the congregation - Reports at every congregational meeting - Can call congregational meeting in conjunction with Elders to vote on pastoral nominee <p>QUALIFICATIONS Meet General Qualifications, e.g. Deacon Qualifications.</p> <p>NOMINATION & SELECTION Elders activate the Nominating Committee to select members for a Pastoral Search Committee</p> <p>COMPOSITION</p> <ul style="list-style-type: none"> - An Elder is the Chair - At least 1 Deacon shall be a member - It shall have at least six (6) members - At least half of the members shall come from the congregation at large <p>TERM The committee's term concludes when the Senior Pastor vacancy is filled.</p>	<p>"This Committee shall be established when required in accordance with Article II, Section C 1."</p> <p>Article II SECTION 2.C</p> <ul style="list-style-type: none"> - When the position of Senior Pastor is vacant, a Pastoral Search Committee shall be organized by the Elders - An Elder shall chair this committee, and at least one Deacon shall be a member. - Committee shall consist of at least six members, with a minimum of two from the congregation at large. - All committee members should preferably meet the qualifications for Deacon (See Article II, 4B). - The Pastoral Search Committee should submit an oral and written report to the congregation on a monthly basis. - In calling a Senior Pastor, the Elders shall announce a Congregational Meeting to vote on calling a candidate at least two weeks prior to such meeting. - Each member shall be notified by mail at least five days prior to the vote. 	committee.

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Location Size of Change	2023 Bylaws Proposal	Current	Commentary
		<ul style="list-style-type: none"> - The vote shall be taken at that meeting by ballot and an eighty percent (80%) majority of the members present shall be necessary for approval. Twenty-five percent (25%) of the active membership shall constitute a quorum at this election. 	
ARTICLE V REVISIONS AND AMENDMENTS			
ARTICLE V Medium	<p>Constitution Changes The Constitution can only be changed upon unanimous vote of members present at a business meeting where at least 25% of voting membership is present.</p> <p>Bylaws Changes Amendments to the bylaws can be proposed by any member in good standing.</p> <p>Proposed amendments must be presented in writing at a prior meeting. The congregation will discuss any changes they wish to make before the final vote on or at a subsequent meeting. Elders may offer a recommendation to the congregation prior to the vote.</p> <p>Votes on proposed changes must pass by two thirds majority (> 66%) and at least 25% of voting members must be present.</p>	<p>“The Constitution (i.e. Article I, Name; Article II, Affiliation; Article III, Statement of Faith; and Article IV, Objective) may be revised or amended only on the unanimous vote of the members who shall be present at any properly called business meeting.”</p> <p>[Bylaws Changes] “The Church By-Laws may be revised or amended by an affirmation vote of not less than two-thirds of the members who shall be present at any properly called business meeting.</p> <p>The Church By-Laws should be reviewed on an as needed basis, but no less than every five years by a sub-committee designated by the Senior Pastor, Elders and Deacons.”</p>	<p>The proposal makes changes to the Constitution more inclusive of the total membership, e.g. requiring 25% of members to be present, while preserving unanimity as a requirement.</p> <p>To make changes to Bylaws has additional steps to ensure the congregation gets time to review them, e.g. presented at a previous congregational meeting. However the bar is higher given the additional requirement of 25% of voting members present.</p> <p>The must-review time frame has been extended from 5 years to 10 years.</p>

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Location Size of Change	2023 Bylaws Proposal	Current	Commentary
ARTICLE V Continued	<p>Bylaws should be reviewed if either the Elders or the Deacons or majority vote of the congregation deem it necessary.</p> <p>Otherwise a review MUST be conducted no less than every 10 years.</p>		
ARTICLE VI DISSOLUTION			
ARTICLE VI Medium	<p>In the event of the dissolution of Central Baptist Church..</p> <ul style="list-style-type: none"> - Senior Pastor, Elders, Deacons, and Trustees must adopt a plan of dissolution and submit it to the members for a vote that requires a two-thirds majority of the members present, and that at least 25% of the voting members to pass. - Plan must state whether our church has assets and liabilities at the time of the dissolution. - If there are assets, the plan must include the value of the assets and whether any assets are required to be used for a particular purpose and how those assets will be distributed. - The properties, personal and real, of this church shall only be given to a church and or missionary societies believing unequivocally in our statement of faith as expressed in the Constitution, Article III Statement Of Faith. 	<p>"In the event of the dissolution of this church, the properties, personal and real, of this organization shall be given by the remaining members only to a Baptist Church affiliated with the CB Northeast, World Venture, Missions Door, and/or missionary societies believing unequivocally in our Statement of Faith (see Article III of the Constitution). No member of the church shall financially benefit from the dissolution of the church."</p>	<p>The proposal ensures the members approve the distribution of remaining assets in the event of dissolution.</p> <p>The removal of named entities from the beneficiaries of the dissolution, instead focusing on shares-our-beliefs makes the document evergreen.</p>

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	<ul style="list-style-type: none"> - No member of the church shall financially benefit from the dissolution of the church. 		